



## **Equality, Inclusion, and Diversity (EDI) Policy**

**Just Say Parent Carer Forum is committed to celebrating diversity, positively promoting equality, fostering equal opportunities, and tackling discrimination, in all it does.**

This policy should be read and adhered to in conjunction with all our other policies.

Any changes in service delivery will reflect this policy.

- All individuals and groups will be treated with respect and valued equally.
- We believe that no one, whatever their needs, should be disadvantaged in their contact with Just Say
- We will endeavour to make ourselves accessible to everyone.
- We will use our best endeavours when planning meetings and events to make them accessible to everyone

**The aim is for our work to be truly representative of all sections of society and for everyone we work with to feel respected and able to give their best.**

Just Say commits to:

- provide equality, fairness and respect for all in our volunteering , staff and interactions with stakeholders
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms, and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers and staff are recognised and valued.
- Make opportunities for training, development and progress available to all volunteers, members and staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- Decisions concerning volunteers and staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public, and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under Just Say's Code of Conduct and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal/removal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

All volunteers and staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their work, employment, against fellow employees, customers, suppliers and the public.