



The Real Junk Food Project Central

Official Governance

RCG0005

Equality and Diversity Policy V4

Ratified on Wednesday 21st of November 2018

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The Real Junk Food Project Central

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Document RCG0005



The Real Junk Food Project Central CIC

Equality and Diversity Policy

1. Policy statement

- A) The Real Junk Food Project Central CIC (hereby referred to as “the Company”) is fully committed to providing equality for all, encouraging mutual respect, and promoting the benefits of diversity in all its functions.
- B) The Company recognises that the promotion of diversity and the equality of opportunity for all are necessary to create a productive environment, where everyone feels valued.
- C) In accordance with the Equality Act 2010, the Company is responsible for ensuring that no job applicant, employee, volunteer, member, service user or other stakeholder is unlawfully discriminated against because of one or more of the Protected Characteristics, which are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity.
- D) The Company operates in relation to its duties as a membership organisation and an employer. To that end all directors, employees, volunteers and contractors whether permanent or temporary are responsible for the promotion and advancement of this Equality and Diversity Policy. Partner organisations will be encouraged to demonstrate their commitment to the principles and practice of equality as set out in this policy.
- E) This Policy will be implemented across all aspects of the Company’s work.

2. Aims and objectives

- A) The aims and objectives of the Equality and Diversity Policy are:
 - To encourage, promote and celebrate diversity in all our activities and services.
 - To promote community cohesion.
 - To ensure equal access to jobs, volunteering opportunities and training.
 - To ensure compliance with legislation on discrimination and equality.
 - To create environments free from discrimination, harassment and bullying.
 - To maximize the use of resources in the best interests of employees, volunteers and customers.
 - To confront and challenge discrimination where and whenever it arises.



- To ensure, through considered action and so far as is practicable, that all services provided by the Company are inclusive and accessible to stakeholders.
- To ensure that employment and advancement within the Company is determined by objective criteria and personal merit.

3. Service provision

- A) The Company is committed to ensuring that its service are accessible to all potential and current stakeholders by:
- Ensuring that all volunteer and employment applications are treated on an equitable basis.
 - Ensuring that the information provided about Company operations is accessible to potential and current stakeholders.
 - Responding appropriately to requests for alternative arrangements to facilitate access to its services.
 - Consulting and involving members and other stakeholders in the monitoring and development of our services and activities.
 - Where appropriate, encouraging our members to take positive action to overcome disadvantage and discrimination.
 - Regularly reviewing our policies, procedures and practices to ensure that they support these commitments.

4. Employment and volunteering

- A) The company values the different skills, experiences, perspectives and individual backgrounds of volunteers and employees, and integrates respect and fairness into all aspects of its employment and volunteering practices by:
- Promoting a culture of fairness and respect in all employment and volunteering policies, procedures and practices.
 - Providing a supportive working environment, free from bullying and harassment.
 - Utilising fair and open recruitment techniques and monitoring these processes to enable action to be taken to address any inequalities.
 - Ensuring any behaviour that deliberately opposes the commitment to equality and diversity is treated seriously.
 - Ensuring that all employees and volunteers are aware of their personal responsibility to apply this policy.
 - Ensuring that the Board of Directors undertakes relevant training in equality and diversity issues to raise their awareness, understanding the importance of equal opportunities in the work place and in service delivery.
 - Ensuring that all volunteers and employees have reasonable access to learning and development opportunities to enable them to realise their full potential and fully contribute to the Company.



- Wherever possible, making reasonable access adjustments to enable the recruitment of volunteers and employees with disabilities.
- Regularly reviewing policies, procedures and practices to ensure that they support these commitments.

5. Monitoring and review

- A) This policy will be issued to all employees and volunteers. Any monitoring information collected will be used to monitor the effectiveness of the Equality and Diversity Policy. Information will be processed in accordance with the General Data Protection Regulations, as outlined in the Company's Privacy Statement.
- B) Any member, employee, volunteer or other stakeholder wishing to complain about a breach of this policy may do so via the Company's Compliments and Complaints Procedure.
- C) An Equality Impact Assessment will be undertaken and documented as part of any service review process or if any change is made to the provision of services which could impact on those in receipt of the service.
- D) The Equality and Diversity Policy will be reviewed six months from the date of approval. The next review of this policy shall be conducted and approved no later than **Wednesday 29th of May 2019**.

6. Approval

Version 4 of the Equality and Diversity Policy was reviewed and approved by the Board of Directors on **Wednesday 21st of November 2018**.