

Equality and Diversity Policy

Statement

Jubilee Gardens Trust acknowledges and respects the fundamental human right of every person not to be discriminated against on the grounds of perceived difference. Direct and / or indirect discrimination, harassment or victimisation will not be tolerated within the workplace, or in the way services are delivered or functions and duties carried out. Jubilee Gardens Trust is committed to promoting equality of opportunity, eliminating unlawful discrimination and promoting community cohesion. It will seek to protect the right of everyone not to be discriminated against and work to ensure equality of opportunity.

Introduction

Diversity: Involvement of a wide range of different people with different perspectives throughout the organisation.

Equality: ensuring fair and equal chance to contribute to the organisation and to influence access, activities and services.

Achieving diversity depends on offering equality of opportunity.

Equal opportunities means making sure that one person is not treated less favourably than another person because of their:

Age, Disability, Gender reassignment, Marriage / civil partnership, Pregnancy / maternity, Race, colour, ethnic or national origins, Religion, creed or belief, Gender or sex, Sexual orientation, Responsibilities for dependants, Socio-economic background, Political beliefs, Offending background, Employment status, Any other factor that can give rise to unfair treatment
Unfair, unequal treatment based on such characteristics is discrimination. Discrimination can be either direct or indirect.

Direct Discrimination

Direct discrimination occurs when one person is treated less favourably than another on grounds relating to sex, race, marital status, disability, age, etc.

Indirect Discrimination

Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, marital status, disability, age, etc., than persons in another group and which is not objectively justifiable in the given situation.

Jubilee Gardens Trust has therefore adopted the following policy.

Equality and Diversity Policy

Jubilee Gardens Trust values and encourages diversity, appreciating individual differences and collective variety and the benefits these different perspectives and experiences bring.

Jubilee Gardens Trust recognises that talent and potential are distributed across the population and that it is in the best interests of our organisation to attract and retain trustees and volunteers from the widest possible spectrum.

Jubilee Gardens Trust values inclusiveness and is committed to the principles of equal opportunities in all aspects of volunteering (including trusteeship) and provision of services.

Jubilee Gardens Trust recognises that some members of the community have been affected by discrimination and that as a result, may be denied the opportunity for full and equal access to services.

Jubilee Gardens Trust recognises that discrimination can result from a range of factors including, but not restricted to:

Age, Disability, Gender reassignment, Marriage / civil partnership, Pregnancy / maternity, Race, colour, ethnic or national origins, Religion, creed or belief, Gender or sex, Sexual orientation,

Responsibilities for dependants, Socio-economic background, Political beliefs, Offending background, Employment status

It is the intention of JGT to work to ensure that no current or potential volunteers, trustees, members or beneficiaries are treated less favourably as a result of discrimination whether intentional or unintentional, direct or indirect.

JGT believes everyone has a role to play in ensuring fairness towards colleagues and towards the community we serve. JGT therefore seeks to promote a culture of respect and dignity along with individual rights and responsibilities.

JGT requires its contractors and other agents to observe the policy and will monitor compliance

JGT will follow practices which actively work to eliminate discrimination. JGT will ensure that these practices comply with all prevailing relevant legislation, currently the Equalities Act (2010) and Human Rights Act 1998.

JGT intends to monitor its diversity and the effectiveness of its equal opportunities activities. JGT is committed to regular review of its policies and procedures to ensure they continue to promote equality and diversity.

Overall responsibility for this policy and its implementation lies with Jubilee Gardens Trust Board of Trustees.

Signed:

Chair of Jubilee Gardens Trust

Policy approved by the Board on **8th February 2024**
For formal review by the Board of Trustees every **three years**
Date of Review: **Quarter 4 2027**

Equality and Diversity Procedures

Communications

Jubilee Gardens is open to the public and the services and activities in association with Jubilee Gardens are open and accessible to the public. Information about services and activities is published on the Jubilee Gardens Trust website.

Trustee and Volunteer Recruitment

Recruitment and selection is undertaken in accordance with best practice in equality and diversity

Existing Trustees and Volunteers

Training and development is available to all trustees, including guidance and support with reference to equality and diversity

Reporting and Correcting Problems

The Chair of the Board of Trustees or the Chair of the Finance Sub-Committee or the Chair of the Operations Sub-Committee are available to service users, trustees, volunteers or other stakeholders in the event of problems in connection with equality and diversity issues. The Board of Trustees will take immediate action to investigate and ensure remedial action in the event that a report of discrimination, harassment or victimisation is confirmed as such.

Monitoring

Effective monitoring is essential to achieving equality and diversity in practice. Monitoring of service use, customer contact, complaints and satisfaction in relation to ethnicity, age and disability is undertaken

Respondents are informed why data is collected and how it will be used. Confidential information will be handled in accordance with the strict controls of the Data Protection Act 1998. Information gathered will be used to inform policy and planning and to report on performance

Keeping up to date

JGT policies and procedures are kept under review and formally reviewed every three years to ensure that Jubilee Gardens Trust keeps policies and procedures up to date with changes in the law and in good practice.

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