



RADOJUNKIE

Radojunkie Equal Opportunities & Diversity Policy

April 2023

Responsibilities

The Management have overall responsibility for the implementation of the Equal Opportunities & Diversity Policy and responsible for implementing the policy at an operational level and making sure that staff and volunteers are fully aware of its implications and are supported and developed to implement good practice.

Staff and Volunteers: All staff and volunteers are responsible for implementation of this policy and championing and upholding the principles of equality, fairness, respect, dignity and inclusion in all aspects of their work and professional relationships.

Principles

Radojunkie wholeheartedly supports the principle of equal opportunities. We aim to encourage and value diversity and we recognise that talent and potential are distributed across the population.

Radojunkie recognises that many people in our society experience discrimination. By discrimination we mean acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs, or the assumption of such needs without consultation.

Radojunkie uses the Equality Act 2010's protected characteristics to help focus our equality and diversity work and to inform our procedures and practice standards. They are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation



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Statement of Intent

- Radojunkie aims to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performance and to develop an organisational culture that positively values diversity.
- Radojunkie aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.
- Radojunkie is committed wherever practicable to achieving and maintaining a volunteer group that broadly reflects the local community in which we operate.
- Every possible step will be taken to ensure that individuals are treated fairly both as members of Radojunkie, as volunteers and as users of our services.
- Radojunkie promotes an inclusive organisational culture, built on fairness, respect and dignity for all colleagues and service users

Practice / Implementation

A copy of this policy will be given to every new board member, member of staff and person that volunteers with Radojunkie and they will be required to read it at their induction stage.

If Trustees, Director, staff or volunteers appear not to abide by the Equal Opportunities Policy, their behaviour will be challenged by the person, e.g. the Chair of Trustees, the Director or the volunteer's 'supporter'.

Trustees, staff and volunteers are expected to take complaints of discrimination, bullying, harassment, victimisation and unacceptable behaviour seriously. Breaches of the Equal Opportunities Policy could lead to termination of Radojunkie Trusteeship, volunteer agreements or disciplinary procedures.

Volunteers who feel that they have been discriminated against should raise the matter with their volunteer 'supporter'. The volunteer 'supporter' should aim to resolve the matter informally. It may be that discriminatory action is unwitting and easily resolved once the problem is clear. However, if they are dissatisfied with the outcome, if the complaint is very serious, or if the volunteer 'supporter' is the cause of the complaint, the volunteer should raise the matter, in writing, with the Director of Radojunkie. The Director will then appoint a panel of Radojunkie members to resolve the complaint and take appropriate action.

Radojunkie is committed to maintaining a diverse workforce of Trustees, staff and volunteers, which is reflective of the communities we work within. Radojunkie will ensure a fair and transparent process in the recruitment of Trustees, staff and volunteers, promoting equality of opportunity and positive action where necessary to address under-representation.

Radojunkie will ensure that all new Trustees, staff and volunteers receive induction on the policy and that appropriate training and guidance is provided to develop equality and diversity. The annual budget set by Radojunkie will make provision for training in these areas and an annual training audit will address training needs.



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Radojunkie ensures Trustees, staff and volunteers are trained, developed and supported to recognise and implement inclusive practice, by promoting equality and managing diversity in the context of their work.

Safeguarding

Radojunkie ensures that our approach to upholding the protection, safety and well-being of children and young people, takes account of the diversity of need, family make up, culture, identity, custom and practice that exists within the lives of our service users. We ensure that, in upholding high standards of cultural and interpersonal sensitivity and customer care to user groups, we do not undermine our efforts to ensure the protection, safety and well-being of children and young people.

Participation

Radojunkie is committed to the active participation and involvement of our service users and other stakeholder groups. We will regularly consult with service users and other organisations and agencies with whom we work about ways to improve service development, design and delivery.

Complaints

Staff will ensure that ways of raising concerns and complaints are accessible to all service users.

It is the responsibility of the Director to monitor the effectiveness of the policy, and to ensure its review and development it where necessary. Monitoring and review will take place annually, and the Director will report on progress to the Trustees at least annually.