



## Equality and Diversity Policy

Your Own Place CIC is committed to promoting equal opportunities for its staff, Board, volunteers and those we support as well as being an inclusive organisation. This includes from the outset of defining a job and the recruitment process. We value diversity and encourage fairness and justice.

Our first value is Equity. It is our aim to do more, to be a vocal and anti-racist organisation and equip our people to share these values across everything we do.

To achieve this:

- We will seek opportunities to hear, include and act on more diverse voices.
- This includes the voices of those we support through our evaluation as well as impact management conversations and other interactions built into our delivery.
- We will disproportionately consider our recruitment process, messages, job descriptions, interviews, communication and places of advertising jobs to maximise reaching a diverse group of applicants that are otherwise under-represented in management, leadership, non-executive roles, facilitator roles and other secure employment and opportunities.
- We will treat all employees, job applicants and volunteers fairly and equally regardless of their sex, sexual orientation, being or becoming a transexual person, pregnancy or maternity, gender reassignment, marital or civil partnership status, race, colour, nationality, having children, ethnic or national origin, religion, age, disability or union membership.
- We will not make any requirement or condition without justification, which could disadvantage individuals purely on any of the above grounds. The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.
- We will offer services fairly to all people, ensuring that anyone in contact with the organisation is treated with respect.



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- We will as part of our Managing Impact cycle review our data for unfair bias, discrimination or poorer outcomes of certain groups. We will put in place measures to tackle this where identified.
- We will make reasonable adjustments to enable people with disabilities to use our services.
- We will comply with the Equality Act 2010.
- We will ensure mechanisms are in place for responding to complaints of discrimination and harassment from staff, volunteers and the public.
- We will make this policy known to all staff, job applicants, volunteers and people we support.
- We will amend this policy at any time should it come to our attention through equalities monitoring that protected groups require positive action to ensure equal representation across staff, the Board, volunteers and users.