

# Cambridge Joint Playschemes

Registered Charity Number 1045987

## Equality and Diversity Policy August 2023

### Our Commitment

Cambridge Joint Playschemes ('CJP') adheres to the Equality Act 2010 (the 'Act'). The Act explicitly states that it is against the law to treat any person unfairly or less favourably than someone else because of a personal characteristic. The personal characteristics covered by the Act include age, sex, race, religion or belief, marriage and civil partnership, pregnancy and maternity, disability, gender reassignment and sexual orientation. These are called protected characteristics.

CJP commits to ensuring all staff, prospective staff, volunteers, service users and service applicants are protected, as outlined under the Act, from discrimination when interacting with our organisation and services.

Our equality and diversity policy aims to:

1. Create an inclusive environment for everyone who accesses our organisation and services.
2. Recognise, embrace and value difference, leading to improvement for all
3. Ensure that our activities are accessible, inclusive and meet the needs of a diverse range of stakeholders.
4. Ensure that equality and diversity considerations are actively part of all our practices and decision making to maximise our impact.

### Principles

All children/young people have the right to experience enjoyable and fun activities in a safe and caring environment. Everyone will be treated with respect and valued. Any complaints of bullying, harassment, victimisation and unlawful discrimination will be treated seriously and will be subject to disciplinary procedures, in accordance with the Act.

### Equality of Access to the Schemes

We will ensure that all applications for places are considered in accordance with the Act, and are treated fairly, confidentially and meet the purpose and principles of the Charity.

### Equality in Staffing

We will ensure that all staff, volunteers and trustees are aware of the duty to treat all service users, their families and colleagues with dignity and respect at all times. We will ensure that the individual needs of our staff, volunteers, trustees and service users are recognised.

Staff and volunteer recruitment and employment will be based on objective criteria set out in person specifications and job descriptions, in line with the Equality Act 2010. Unlawful discrimination constitutes a serious breach of this policy and disciplinary procedures will apply. Reasonable adjustments will be made to prevent people being disadvantaged on the grounds covered by the Act.