



## **Equality and Diversity Policy (2020)**

### **Aims**

It's Your Life is open to all members of our local community in Tower Hamlets. We aim to help the most disadvantaged families and young people succeed at school and in life and do this through creating an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every beneficiary equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

### **Accessibility**

All our meetings and events are held in our main premises, The Glasshouse. We are based on the ground floor and are fully wheelchair accessible, and have an accessible toilet. When we work with larger groups (of more than 30 people) on a programme or event we will aim to use a hearing loop.

When we organise outings for our beneficiaries we will always ensure all aspects are truly accessible to all and will happily offer places for carers of beneficiaries who can only attend if they bring a carer.

We are committed to ensuring any beneficiary is able to attend our activities, so we will reassess our access requirements to meet the needs of new beneficiaries.

### **Diversity**

We aim to organise and deliver a range of services, programmes, events and activities to suit the interests and meet the needs of our diverse local community.

For example, we celebrate Christmas, Diwali and Eid, because we have beneficiaries who are Christian, Hindu and Muslim.

It's Your Life is open to new ideas, and particularly prioritises opportunities for beneficiaries to share their cultural heritage with one another.

### **Inclusion and respect**

Every It's Your Life beneficiary should be made to feel equally welcome and included across all our programmes, services and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in our organisation.

### **Dealing with discrimination and harassment**

If any beneficiary feels they have been discriminated against by It's Your Life or harassed at any event they should raise this with our CEO, Jackie Barnes, or any member of our Board of Trustees.

The CEO/Trustees will investigate the complaint, listening to all members involved. (If the complaint is against the CEO/Trustee that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against It's Your Life as a whole, the CEO/Trustees must work to ensure that such discrimination is not repeated in the future, and must inform all staff of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to It's Your Life's constitution. It's Your Life will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy has been approved by It's Your Life's Board of Trustees and will be reviewed at least every 2 years.

**Signed:** D. Lewis

**Signed:** J. Barnes

**Date:** 16/09/20

**Next Review:** December 2022