

**Journey to Justice - Equal Opportunities and Diversity Policy**

Journey to Justice strives to be an equal opportunities organisation and is dedicated to

creating a working environment in which diversity makes a positive contribution to our work.

Diversity provides opportunities for Journey to Justice to:

* Better meet the needs of our participants and community of interest;
* Move into new areas of activity;
* Increase creativity and innovation;
* Find and keep talented and able volunteers, employees; and
* Create a work environment that values and motivates existing employees and volunteers.

Journey to Justice is committed to a programme of action to make this policy effective in staff and volunteer recruitment, promotion, training and in all spheres of our operation. To achieve this we will:

1. Treat all workers, volunteers and job applicants, equally with no discrimination in respect of:

* marital status;
* gender;
* sexual orientation;
* disability;
* age;
* colour;
* ‘race’;
* religion or belief;
* nationality or
* ethnic or national origin.

2. Value and respect diversity by acknowledging and celebrating differences and recognising

that everyone has a contribution to make.

3. Aim to ensure that all staff, steering group [trustees once we are a charity], volunteers, member and non-member organisations and individuals with whom we have contact will be treated fairly and in an unbiased way. All members of staff and volunteers will be provided with the equal opportunities and diversity policy as part of their induction. The responsibility for ensuring that the terms of this policy are adhered to and implemented rests with all volunteers and members of staff. Where work is contracted out and undertaken by freelance staff we use our best endeavours to ensure that sub-contractors adhere to our policies and procedures. Staff, volunteers and the policy are ultimately overseen by the Director and the management committee [board of trustees when a charity].