CENTREPIECES
Mental Health Arts Project
Registered Charity 1160300

The King's Award for Voluntary Service
The MBE for volunteer groups

EQUALITY, DIVERSITY AND INCLUSION POLICY

Date of policy: December 2024
To be reviewed: December 2025

1. Our aim

1.1 In carrying out our functions as a Charitable Incorporated Organisation, Centrepieces is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

1.2 We therefore aim to ensure that the values of equality, diversity, inclusion and respect for all are embedded into everything that we do.

2. About our policy

2.1 This policy is intended to demonstrate Centrepieces' commitment to eliminating discrimination and encouraging and valuing diversity among users of our service, volunteers, trustees, partners and staff.

2.2 We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

2.3 We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3. Our responsibilities

3.1 Centrepieces understands that for equality, diversity and inclusion to be achieved, this policy needs to be made understandable to, and embraced by service users, staff, volunteers, trustees and partners.

3.2 The policy is fully supported and welcomed by all staff and volunteers and has been agreed by our Board of Trustees.

3.3 All service users, staff, volunteers, trustees and partners have a responsibility to ensure that their own language and actions are consistent with this policy.

3.4 Overall responsibility for the implementation of this policy lies with Centrepieces' Co-ordinator and Trustees.

4. Our commitments

4.1 Centrepieces recognises that an Equality, Diversity and Inclusion Policy alone is not enough to ensure that equality, diversity and inclusion are central to everything that we do.

4.2 We seek to create an environment in which diversity and the contributions of all service users, staff, volunteers, trustees and partners are recognised and valued in all that we do. We aim to provide an example of good equality, diversity and inclusion practice to everyone connected with the charity.

4.3 We commit to developing awareness and understanding of equality, diversity and inclusion practice among our Trustees and volunteers.

4.4 We commit to monitoring equality, diversity and inclusion data to ensure that our service is inclusive and meets the needs of our service users.

4.5 To ensure that we are meeting the aims and the spirit of this policy we will:

a. Discuss and review how well we are implementing this policy, and adjust our practices where necessary
b. Assess any significant new or revised policies and procedures for their impact on equality, diversity and inclusion.
c. Embed equality, diversity and inclusion into our development plans
d. Ensure our employment practices and procedures are consistent with the aims of this policy, when applicable

5. Working with contractors, suppliers and partners

5.1 It is important to us that suppliers, contractors and any other individual or organisation working on behalf of Centrepieces are aware of and agree to comply with our Equality, Diversity and Inclusion Policy while that work is underway. In addition, we are committed to:

a. using accessible venues for events and meetings;
b. using plain English, and offering accessible communications, for example, emails, letters, reports and publicity materials as far as it is within our means to do so.

6. Review and Action

6.1 We encourage staff, volunteers, trustees, service users and partners who have been subjected to or witnessed discriminatory behaviour, harassment or bullying to report it to the Co-ordinator or other appropriate person, who will follow our complaints procedure in investigating and dealing with the matter.

6.2 We recognise that it is important for us to review this policy regularly to ensure that it reflects up to date equality legislation and best practice.

6.3 A review of our Equality, Diversity and Inclusion Policy will be carried out on an annual basis as a minimum, and any necessary actions taken.