

Equality, Diversity & Inclusion (EDI) Policy

J&V Activity Buddies



Owner: Vendula Kufuor

Organisation: J&V Activity Buddies

Version: 1.0

Date: June 2026

1. Policy Statement

J&V Activity Buddies is committed to promoting equality, valuing diversity, and ensuring inclusion in all aspects of our work. We believe every individual has the right to be treated with dignity and respect, regardless of their background, identity, or personal circumstances.

We aim to create a safe, welcoming, and inclusive environment for all service users, employees, volunteers, families, and partners.

This policy aligns with the **Equality Act 2010** and associated UK legislation.

2. Purpose of the Policy

The purpose of this policy is to:

- Eliminate discrimination, harassment, and victimisation
- Advance equality of opportunity
- Foster good relations between diverse groups
- Ensure inclusive and accessible services for people with additional needs
- Promote a culture of respect and understanding across the organisation

3. Scope

This policy applies to:

- All employees
- Volunteers and sessional workers
- Contractors and partners
- Service users and their families (where applicable to service delivery)
- All activities, services, and events delivered by J&V Activity Buddies

4. Protected Characteristics

We actively promote equality in relation to the protected characteristics under the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity and nationality)
- Religion or belief
- Sex
- Sexual orientation

We also recognise the importance of supporting individuals with **additional needs, neurodiversity, communication differences, and social vulnerabilities**, even where not explicitly listed under the Act.

5. Our Commitments

J&V Activity Buddies will:

- Provide services that are inclusive, accessible, and person-centred
- Make reasonable adjustments to support participation and access
- Challenge discriminatory language, behaviour, or practices
- Ensure recruitment and employment practices are fair and unbiased
- Promote diverse representation within our workforce and activities
- Provide equality, diversity, and inclusion training for staff and volunteers
- Encourage open communication and feedback from service users and families

6. Inclusive Practice in Service Delivery

We will:

- Adapt activities to meet individual needs and abilities
- Use accessible communication methods (e.g. visual aids, simplified language, AAC where required)
- Respect cultural, religious, and personal preferences
- Ensure physical environments are safe and accessible where possible
- Support individuals to participate at their own pace and comfort level

7. Recruitment and Employment

We are committed to fair and inclusive recruitment practices by:

- Advertising roles widely and accessibly
- Using objective selection criteria
- Making reasonable adjustments during recruitment processes
- Avoiding discrimination at any stage of employment
- Supporting career development and training opportunities for all staff

8. Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment, or exclusion is encouraged to report it.

Concerns can be raised:

- Directly with a manager or designated safeguarding lead
- Through written or verbal complaint
- Anonymously where appropriate

All concerns will be taken seriously, recorded, and investigated promptly and fairly.

9. Responsibilities

- **Management Team:** Ensure policy implementation, staff training, and compliance
- **Staff and Volunteers:** Uphold inclusive values and report concerns
- **Service Users and Families:** Respect shared values of inclusion and dignity

10. Monitoring and Review

We will regularly review our practices to ensure they remain effective and inclusive. This includes:

- Collecting feedback from service users and families
- Reviewing incidents and complaints
- Updating policies in line with legislation and best practice

This policy will be reviewed at least annually.

11. Breaches of Policy

Any breach of this policy may result in:

- Training and support interventions
- Formal disciplinary action (for staff/volunteers)

- Review of service involvement where appropriate

12. Approval

This policy is approved by:

J&V Activity Buddies Management

Date of implementation: 20/06/2026

Next review date: 20/06/2028