**Equality & Diversity Policy**

The purpose of this policy is to ensure that Heath Hands promotes equality, diversity and access, so that people are given an equal opportunity to get involved with our various activity programmes, to become trustees or employees. Everyone over the age of eighteen is eligible to become a volunteer and we run youth activities for children and young people.

Our policy is that everyone regardless of ability, disability, age or perceived age, gender, ethnicity, race or colour, religion, sexual orientation, and status or identity has an equal opportunity to get involved with Heath Hands’ programmes.

Heath Hands will ensure this by:

* valuing, respecting and listening to everyone
* providing a positive, enjoyable and safe volunteer programme
* ensuring the safety and wellbeing of individuals involved with our organisation
* ensuring everyone gets a fair and equal opportunity to become involved with Heath Hands
* providing additional support to individuals in need, or those living with disabilities, when appropriate
* giving all volunteers an induction and providing necessary information and guidance to individuals
* responding to enquiries and applications in a fair and open manner
* working to increase the recruitment of people from diverse backgrounds to volunteering, with a view to reflecting the diversity of the population living and working around our open spaces
* regular monitoring by our trustees and with our partner organisations statistical information, to assess the impact of this policy
* addressing equality and diversity in our planning
* alerting relevant individuals that they have a responsibility to follow the guidelines set out in this policy
* working closely with our partner organisations to deliver a fair and inclusive volunteering programme
* providing appropriate supervision for all of our activities
* providing training on promoting diversity and equal opportunities to staff, volunteers and trustees where appropriate
* responding seriously to any allegations or suspicions of discrimination, harassment or abuse of the guidelines in this policy and taking appropriate action in the event of an incident
* following our **Complaints Procedure**
* abiding by our **Safeguarding Policy and Procedures**
* following our **Data Protection and Privacy Policy**

Supporting Documents:

Employee and Volunteer Handbooks

Child Protection and Safeguarding Policy; Safeguarding Procedures

Complaints Procedure

Health and Safety Policy

Heath Hands Data Protection and Privacy Policy

Risk Register

Policy reviewed February 2024