

JU/Policy Equality and Diversity Policy 2014

Equality and diversity

Jamma Umoja is committed to providing services which embrace diversity and that promote equality of opportunity.

As an employer, Jamma Umoja is committed to equality and valuing diversity within its workforce.

Our aim is to ensure that these commitments, reinforced by our values, are integrated into our day-to-day working practices with all our employees, service users, other professionals and partners.

We will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

We will demonstrate our commitment by:

- promoting equality of opportunity and diversity within our services and the virtual communities of practice we operate in defined by our partner working with other agencies
- developing a workforce which understands anti-oppressive practice and is able to implement this at a day to day as well as a strategic level in relation to service users, professionals and in our multi-agency relationships eg. with local authorities; Courts; Probation; Police etc)
- ensuring that our workforce reflects the diverse communities in which we work, with the aim of having parity of representation across the workforce with a flexible recruitment programme which adapts to the changing needs of our service user group and our commissioners needs
- treating our service users, employees, colleagues and partners fairly and with respect
- promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- recognising and valuing the differences and individual contribution that people make
- providing support and encouragement to staff to develop their careers and increase their contributions to the organisation through the enhancement of their skills and abilities
- incorporating legislative, requirements and best practice to all our service delivery and employee policies and procedures, and supporting these with appropriate training and guidance

Every person working for the organisation has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone – including members of the public, other staff and employers and partners. Inappropriate behaviour is not acceptable

Linda Daley

Oct 2014