

Uzima in Our Hands: Equality, Diversity and Inclusion policy

Uzima in Our Hands is committed to encouraging equality, diversity and inclusion among our volunteers, and to eliminating unlawful discrimination in its provision of services and support to the children of Uzima Orphan Centre

The aim of the Charity is to:

- ensure equality, fairness and respect for all volunteers involved;
- not unlawfully discriminate, according to the Equality Act 2010, against protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation;
- discriminate positively, both in the provision of services to and in its dealing with children with additional needs, in accordance with our governing document;
- oppose and avoid all forms of unlawful discrimination. This includes the Charity's dealings with grievances and training, and developmental opportunities.

The Charity commits to:

- Encourage equality, diversity and inclusion with volunteers
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all volunteers are recognised and valued;
- Look for opportunities to provide appropriate support and resources for children with additional needs, whether physical, emotional or mental;
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, visitors, the public and any others in the course of the Charity's work activities.

All volunteers should understand :

- that their responsibilities include conducting themselves in such a way that they assist the Charity in providing equal opportunities in volunteering, and prevent bullying, harassment, victimisation and unlawful discrimination;
- that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their volunteering, against fellow volunteers.

Signed..... Name.....

Date.....Date of Review