

## **RJ Working Equity, Diversity and Inclusion Policy**

RJ Working CIC recognises that we have a moral and legal responsibility to promote equality of opportunity, treatment and outcome and we will pursue integration of this responsibility in all of our work. We value diversity and we recognise that equity requires the constant adjustment of communications and resources to create real practical meaning in the expression of this responsibility, and in promoting recovery from harm. This Policy sets out RJ Working's commitment and is intended to create accountability and dialogue in keeping with the Restorative model.

RJ Working recognizes that some groups and individuals have more difficulty than others in obtaining services and resources. We will work imaginatively to include all people and ensure that all our services are provided in ways that promote awareness of the rights and needs of people from minoritized and marginalised groups and enable accessibility. We commit to learning from others and a strong inter-agency ethos for support, advice and consultation regarding a wide variety of cultural, physical and emotional needs, eg. understanding religious needs, using interpreters, and advocates. We will work closely with such organisations as: Disability Cornwall, Dor Kemyrn, and Cornwall Refugee Resource Network, to better understand people's diverse aspirations and needs and enable them to use and benefit from restorative processes. Within schools we will work with Sendco and other staff who have knowledge of additional needs.

RJ Working will make every effort to use venues for meetings, events & conferences that are agreeable to all parties. RJ Working will consult about venue choices and consider these factors:

- accessibility and any specific facilities needed (for meetings, events or individuals)
- risk assessment issues
- geographical location, transport and travel time
- financial implications
- cultural needs and preferences
- individuals' needs and preferences

RJ Working policies, services and performance will be regularly monitored and evaluated for their contribution to reducing inequality. Feedback on RJ Working services will be sought from all service users and training participants and from partner agencies.

RJ Working will take the necessary steps, including our code of conduct, following restorative principles at every stage, to implement this Policy. Further, anyone connected to RJ Working who considers that they or anyone else is experiencing unequal treatment or discrimination is asked to bring it to Trustees attention for action. The Trustees will bring this policy to the attention of all staff, sessional workers and volunteers and will provide such training as is necessary to ensure its effective implementation. The Trustees have responsibility for oversight of the Policy and all RJ Working employees, sessional workers and volunteers have a duty and responsibility to do all they can to ensure that the Policy operates in practice, including publishing it for accountability.

## Code of conduct

1. All people will be treated with dignity and respect, taking necessary account of race, sex, sexual orientation, disability (or because of something connected with their disability), religion or belief, being a transsexual person, having just had a baby or being pregnant, marital/civil partnership status, age (in line with the 9 protected characteristics of the Equality Act 2010), learning/communication needs and ethnicity/nationality.
2. We commit to responding and to working proactively to prevent harm, in connection with anyone being ill-treated, excluded or intimidated on the grounds of their race, sex, sexual orientation, disability (or because of something connected with their disability), religion or belief, being a transsexual person, having just had a baby or being pregnant, marital/civil partnership status, age (in line with the 9 protected characteristics of the Equality Act 2010), also in connection with learning/communications needs and ethnicity/nationality.
3. At all times people's feelings will be valued and respected. Language or humour that in any way communicates disrespect cannot be accepted in any way, eg sexist or racist 'jokes' or terminology that is derogatory to someone with a disability.
4. Harmful language, such as insulting, abusive or racist remarks cannot be tolerated from anyone associated with RJ Working as behaviour of this type is incompatible with our fundamental purposes of tackling harm. We commit to continuing to develop our capabilities for identifying, uprooting and unlearning embedded and systemic racism and other forms of oppression. We will promote dialogue as a means of creating accountability in keeping with the Restorative model.

Incidents of ill-treatment will be taken seriously via restorative processes. If matters cannot be resolved restoratively in a way that is acceptable to all parties, ie recognition of the harm and undertaking that it will not recur in any context, the following action will be taken:

1. The person in question will be asked to attend a Trustees meeting to explain their actions. The Trustees will make any enquiries necessary to reach a decision on the matter and inform the person of their decision in writing, normally within 15 working days.
  2. In the case of a volunteer or sessional worker, action may be taken as appropriate and if deemed necessary their involvement with RJ Working may cease.
- Any directly involved person has the right to appeal in writing within 15 working days against a decision made by the Trustees who will consider that appeal before a final decision is made.

This policy is agreed by:



Guy Watson -Chair  
(signed on behalf of the Board of Trustees)

Date of Review: January 2022

Next Policy Review: January 2024