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| New Baby network cic | Equality, diversity and inclusion policy |

New Baby Network CIC is committed to encouraging equality, diversity and inclusion among our volunteers and service users, and eliminating unlawful discrimination. The aim is for our organisation to be truly representative of our local community in both service users and volunteers.

**Aims**

* New Baby Network CIC recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
* New Baby Network CIC also recognises that where direct or indirect discrimination occurs within the CIC, it is both morally and legally unacceptable.
* The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action the New Baby Network CIC intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
* In adopting this Equality and Diversity Policy, the New Baby Network CIC is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

**Code of Practice**

* The New Baby Network CIC provides activities, guidance and assistance for families with new babies The group will take action to ensure that group activities and events are open and welcoming to everybody entitled to become a member.
* We aim to make our sessions, media and events accessible to people with disabilities – e.g. provide transport, meet in accessible premises, provide sign language interpreters when possible and produce information in large print.
* We aim to use local training opportunities to help our staff and volunteers better understand how discrimination occurs and how to prevent it.
* If indicated as a need by our service users, we will try to facilitate women only sessions, to support women to play a full and equal role in the group.
* All volunteers and staff will have the Equality and Diversity Policy explained to them, and will undertake to comply with and implement this policy.
* Volunteers, staff or service users who have experienced discrimination can make complaints to the company directors, who will endeavour to resolve the issue

**Code of Conduct**

* People will be treated with dignity and respect regardless of race (including colour, nationality, and ethnic or national origin) gender, sexual orientation, marriage and civil partnership, pregnancy and maternity, gender reassignment, disability and/or age.
* At all times people’s feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
* No one will be harassed, abused or intimidated on the ground of his or her race (including colour, nationality, and ethnic or national origin) gender, sexual orientation, marriage and civil partnership, pregnancy and maternity, gender reassignment, disability and/or age.
* Incidents of harassment will be taken seriously.
* New Baby Network CIC will monitor the make-up of the service users/volunteers/employees regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in order to encourage equality, diversity and inclusion, and to meet the aims and commitments set out in this policy
* Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.
* This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
* All staff/volunteers should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, volunteers, service users or suppliers
* All other policies will reflect the principles laid out in the equality, diversity and inclusion policy including volunteer recruitment, volunteer policy, safeguarding, health and safety, bullying and harassment and our vision and values. They will be reviewed and updated regularly and/or when necessary.

**Dealing with Complaints**

* The Company Directors will take complaints of discrimination and harassment very seriously.
* They will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
* If the complaint is against a particular individual, the directors will hear their point of view.
* The directors will decide the action to take based on the principle of ensuring the continued inclusion and safety of any volunteer, staff or service user who has experienced discrimination or harassment.
* Any decision to terminate someone’s involvement with the organisation will be made in line with the rules set out in the articles of association.

**Review**

This policy will be reviewed every 2 years

Signed:                                                            Date: