



MensCraft

Activity Meaning Connection

www.menscraft.org.uk

Policy: **Equalities, Diversity and Inclusion**
Last Updated: **September 2024**
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MensCraft

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Insurance company details

Reference: Charity & Community Protect Policy

Charity Insurance: Menscraft CIO

Policy Number: SC BDX 7080775/19648087

Insurer: **AXA insurance**

We are committed to providing an inclusive environment for all, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socioeconomic status and faith.

1. STATEMENT OF INTENT

MensCraft recognizes that many groups suffer discrimination in society. MensCraft believes that discrimination in any form is wrong, because it excludes individuals and groups from full access, choice and opportunities within society.

MensCraft is committed to working towards equality of opportunity in the provision of all its various activities, and aims to ensure that no member, volunteer, paid worker or participant suffers any discrimination on any grounds.

MensCraft is committed

- to providing an environment free of stereotyped and oppressive beliefs, attitudes and practices
- to foster an environment that promotes education and understanding of diversity issues
- to develop working relationships that value people from all sections of the community,
- recognising the unique contribution that everyone can make
- to respond to others fairly and with respect for their culture, values and beliefs
- to reduce unfair discrimination in society and seek to eliminate such practices in our organisation

We aim to support the personal, social and emotional development and well-being of men and boys and promoting a positive concept of masculinity which respects the rights and wellbeing of others, as well as other activities that are incidental or conducive to this.

MensCraft is an equal opportunities and equal access organisation and will provide and promote the equality of opportunity in employment and service delivery regardless of ethnic origin, nationality, religion, use of psychiatric services, gender, sexual orientation, marital status, physical disability, age, social class or any other irrelevant personal characteristic or preference.

MensCraft is bound by the provisions and spirit of the Disabled Persons (Employment) Act 1944 and 1958, and Equal Pay Act 1970 and Equal Pay (Amendment) Regulations 1983, the Rehabilitation of Offenders Act 1974, the Sex Discrimination Act 1975, the Race Relations Act 1976 and all Codes of Practice made thereunder. We note the legal requirements not to discriminate directly or indirectly on the grounds of race or sex and not to victimise any person who has asserted their rights under the relevant legislation. We will also positively discriminate where necessary to comply with the requirements of the Disability Discrimination Act 1995.

We aim to cover other areas where discrimination traditionally occurs and where there is currently no legislation right of protection.

In employment and management practices MensCraft intends that a positive environment exist for all employees with practical conditions and terms which promote the intentions of this equality statement. These employment conditions will include policy and practice to combat harassment or acts motivated by prejudice or discrimination. Policies and practices to encourage employment opportunities for people traditionally discriminated against will be promoted whenever possible and compatible with achieving MensCraft's stated objectives as contained within the Memorandum and Articles of Association.

MensCraft's intentions in relation to equalities extend beyond its role as an employing organisation and into our work as an organisation promoting mental health. We will therefore take any practical steps to ensure that

- any services we directly offer are accessible to and recognise the specific needs and preferences of those who often experience discrimination
- the experiences of those people traditionally discriminated against are sought, validated with respect and used to inform better practice, campaign and lobby for change

- positive action is taken (e.g. outreach, collaborative working) to develop MensCraft's role in changing attitudes and practices which result from stereotyping and prejudice.

This statement is a basis for action, not an end in itself and should not be regarded uncritically or incapable of revision and improvement. Mechanisms for monitoring its effectiveness will be devised.

2. INTRODUCTION

2.1 MensCraft is committed to celebrating diversity, positively promoting equality, fostering equal opportunities and tackling discrimination in all it does to ensure that all service users and staff are treated with respect and valued equally. This policy should be read and adhered to in conjunction with our policies on harassment and bullying, and recruitment and selection:

- We will ensure that staff and Directors are trained in equality and diversity matters so they are able to recognize the needs of service users and colleagues.
- We will regularly review all our policies and procedures to ensure that they comply with legislation and good equalities practice.
- We aim to provide an example to others of good practice in our employment practices.
- A key objective of MensCraft is to provide friendly, efficient and accessible services to all our service users.

3. RACE

3.1 MensCraft is keen to actively promote racial equality in all of its employment practices. This means ensuring that the views and priorities of employees from all ethnic minority groups are reflected in MensCraft's policies.

- We will celebrate diversity, positively promote racial equality, foster equal opportunities and tackle discrimination in all our work
- Racism and racial harassment will not be tolerated and will be challenged when it is encountered
- We will record any incidents of racial discrimination.

4. DISABILITY

4.1 The Disability Discrimination Act (DDA) says a "disabled person" has "a physical or mental impairment which has a substantial or long term adverse effect on their ability to carry out normal day-to-day activities". It covers therefore a wide range of physical, sensory and mental disabilities, including chronic mental problems and learning difficulties.

- We will seek to identify and remove any policies and practices that disadvantage employees with a disability
- People with disabilities will receive full and equal consideration throughout the whole recruitment and selection process, and positive action is taken to support them in this process by offering a guaranteed interview to candidates who meet the DDA definition of disability and the essential criteria within the person specification.
- Disabled employees will be supported through compliance with the requirements of the DDA, and will be given additional support as appropriate.
- We will ensure our public buildings are accessible for people with disabilities.

5. AGE

5.1 Age issues include the need to make managers consider institutional age discrimination and how to remove it.

- We will ensure that consultation and participation in decision making involves people across the age ranges
- MensCraft will not tolerate age related harassment of employees
- No job applicant or employee will receive less favourable treatment on the grounds of age, or will be disadvantaged by conditions or requirements regarding age which cannot be justified
- MensCraft will challenge assumptions about younger and older workers that create and perpetuate inappropriate recruitment, selection, training, promotion and retirement practices
- A range of working patterns is available to employees, with recognition given to the importance of work-life balance and family and caring commitments for employees of all ages.

5.2 We acknowledge that we may need to revise these standards, in the light of any new legislation on discrimination on the grounds of age.

6. GENDER

6.1 Gender issues include the need to consider institutional gender discrimination and how to remove it.

- Sexism in employment practices, and sexism and sexual harassment in the working environment will not be tolerated
- A range of working patterns is available to all employees, with recognition given to the importance of work life balance, family and caring commitments for men and women
- As part of a structured programme of training and development for all staff, we will seek to ensure provision of career development opportunities and training.

7. RELIGION AND BELIEF

7.1 Legislation on discrimination on the grounds of religion and belief covers any religion, religious belief, or similar philosophical belief. It does not include a philosophical or political belief unless that belief is similar to a religious belief.

- MensCraft will not tolerate harassment of employees by reason of their religion or belief
- No job applicant or employee will receive less favourable treatment on the grounds of their religion or belief
- MensCraft will respond sensitively to balancing service needs against issues such as requests for leave for religious observance, or in laying down rules on dress or uniform.

8. SEXUAL ORIENTATION

8.1 Legislation on discrimination on the grounds of sexual orientation covers homosexual, heterosexual and bisexual people. It does not extend to sexual practices and sexual offences.

- MensCraft will not tolerate harassment of employees for reasons of their sexual orientation or gender re-assignment

- No job applicant or employee will receive less favourable treatment on the grounds of sexual orientation, or gender re-assignment, or will be disadvantaged by conditions or requirements that cannot be justified.
- A person's sexual orientation has no bearing whatsoever on their ability or suitability to do their job.

9. TRAINING

- 9.1 We will ensure that all our staff and Directors are fully trained in equalities and receive regular 'customer care' training so that they are able to recognize the differing needs of colleagues.

10. MONITORING

- 10.1 We will monitor services to ensure that we are following this policy and we will report the results to Directors.

11. PARTNERS

- 11.1 We will ensure that our business partners either follow this policy or show commitment to equalities through their own equalities policy.

12. RECRUITMENT AND EMPLOYMENT

- 12.1 As an employer MensCraft is committed to treating all employees and potential employees equally.
- 12.2 We will advertise vacancies in a way that will not discriminate against anyone applying. We will keep records of job applicants, candidates selected for interview and successful candidates. We aim to attract applicants that fairly represent the community that we serve.
- 12.3 Directors / staff have a responsibility to create a positive working environment, which reduces the possibility of discrimination or harassment taking place and for dealing with unacceptable behaviour, or any complaint, promptly, fairly and thoroughly.
- 12.4 Complaints of unfair treatment, discrimination, harassment and bullying within employment are dealt with through the grievance procedure. We will deal effectively with any such instances that are re-ported to us.
- 12.5 MensCraft seeks to promote an open atmosphere where any member of staff who feels that they are being discriminated against, victimised, harassed or bullied should be able to either discuss the problem with their manager or make a formal complaint. All staff have the right to make a complaint and to know that it will be dealt with promptly and fairly. The issue will be dealt with confidentially.
- 12.6 MensCraft has a harassment policy, the details of which are available to staff. The policy states that every member of staff and every Director has an obligation to observe this policy and ensure that we do not bully, harass or discriminate against our colleagues or condone such behaviour of others.
- 12.7 Staff are asked to report any behaviour of this kind, whether it is directly against themselves or others, to he/her manager and be willing and prepared to act as witness in support of a complainant.
- 12.8 Once employed we will also monitor equalities in the following areas:-
- Promotions
 - Disciplinary action
 - Training

- Salaries
- Staff in senior positions

MensCraft to build up a demographic picture of its workforce and highlight any areas where we are underrepresented, or areas that may require improvement.

- 12.9 Selection criteria and procedures will be constantly reviewed to ensure individuals are selected and treated on the basis of their objectively assessed skills and abilities. Positive action will be taken to ensure that the intentions of equal opportunities policy are raised through all procedures and practices of recruitment and staff development.
- 12.10 When an employee leaves we will conduct an exist interview to monitor the reasons so that we can act on any problem areas.
- 12.11 We will report to Directors on areas of concern.

Reviewing our policies annually

This document was adopted by the trustees in September 2024 and will be reviewed and will reviewed and if necessary updated by the Lead Officer and trustees on or before September 2025.