



Creative, empowering skills socials for better mental health

Equality and Diversity Policy

Make, Do and Mend are committed to equality and diversity throughout our organisation. Everybody is welcome and nobody will be judged. We celebrate our differences by focussing on our strengths.

- Make, Do and Mend aims to enable all volunteers and members to enjoy opportunities in the organisation regardless of characteristics such as sex, marital or parental status, race, ethnic origin, colour, age, disability, religion or sexual orientation.
- The board of trustees is responsible for and committed to ensuring that:
 - recruitment and member selection criteria are relevant to the duties and conditions of each particular post and the needs of Make, Do and Mend
 - everyone is treated with respect and dignity within the organisation
 - volunteers and members have equal access to relevant training and development opportunities and to relevant services and information within Make, Do and Mend.
- Make, Do and Mend are committed to thinking about and taking reasonable steps to overcome features that may create a substantial disadvantage, for people with particular kinds of impairments – for example, people with visual impairments, hearing impairments, mobility impairments, learning disabilities and mental health conditions, compared to people who are not disabled.
- The board of trustees has overall responsibility for equal opportunities in the organisation. This responsibility will be delegated to workshop leaders to ensure that everything reasonably practicable is done in support of its implementation.
- If anyone believes that he or she is not being treated in accordance with this policy, he or she may make a complaint, which will be dealt with through the agreed problem solving policy by the board of trustees.
- The board of trustees is responsible for monitoring the effectiveness of this policy and deciding on appropriate action in response to any needs identified.
- The board of trustees will regularly review this policy to ensure that it meets all statutory obligations under relevant legislation.

Review

Adopted: July 23 2021

Next review date: 22 August 2023

Reviewed by: Hilary Day

Date: 22 August 2023