

Equality & Diversity Policy

Responsible Officer	Trustee Board	Policy Approved	Trustees
Review Required	Annual	Date	25 th February 2025
Equality & Diversity Policy			

1. Background

- 1.1. SCL's mission is, *SoundCafe (SCL) aims to inspire those who are homeless or socially isolated by providing safe creative spaces. SCL offers opportunities for guests to access services that encourage their physical, emotional and spiritual well-being. We are a diverse and inclusive community who are learning to reflect on our experiences, that through this, personal lives may be transformed and empowered.*
- 1.2. Ensuring equality and diversity is at the heart of our mission. SCL's defined impact through use of the Transformational Index (TI) is '*Inspiration within SoundCafe multiplies its creativity and feeds its diversity, while regular reflection leads to the empowerment of both its' guests and of its' volunteers.'*

2. Statement

- 2.1. SoundCafe Leicester is an equal opportunities organisation. We operate in a diverse community and recognise that every person is an individual with different needs, preferences and abilities. We aim to reflect this diversity in everything we do, including making our sessions and events inclusive and accessible to all sections of the community.
- 2.2. SCL is committed to eliminating discrimination and encouraging diversity amongst our volunteers and within our sessions. Our aim is that SCL will be truly representative of all sections of society and each employee, volunteer and guest feels respected and able to participate to the best of their ability.
- 2.3. The purpose of this policy is to ensure equality and fairness for all in our employment; volunteering with us and those guests attending our sessions; and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.
- 2.4. We oppose all forms of unlawful and unfair discrimination.

3. Scope

- 3.1. This policy applies to all SoundCafe Leicester employees, volunteers and helpers; casual and consultancy workers and contractors undertaking work on behalf of the charity.

4. Outcomes

- 4.1. All employees, volunteers and guests will be helped and encouraged to develop and realise their full potential and their talents; each will have a responsibility for ensuring equality in all they do.

5. **Our Commitment to Equality & Diversity**

- 5.1. To aim to create an environment in which individual differences and the contributions of all are recognised and valued.
- 5.2. Every employee and volunteer is entitled to a 'working environment' that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. All volunteers, helpers and visitors are required to sign a safeguarding code of conduct which re-enforces our commitment to treating one another with respect.
- 5.3. Training and development opportunities will be made available to all employees and volunteers as appropriate to their role.
- 5.4. Equality and diversity is valued in all we do within SCL and through our partnership organisations and is a key priority.
- 5.5. We will review all our employment and volunteering practices and procedures to ensure fairness.
- 5.6. Breaches of our equality policy by employees will be regarded as misconduct and could lead to disciplinary proceedings.

This policy will be evaluated and reviewed by the Trustees on an annual basis.

