



# The Mint House

## **Equality, diversity and inclusion policy**

### **Policy statement**

The Mint House is committed to treating all people fairly, with dignity and respect, and to valuing everyone's contributions, both in our role as an employer and through the services we deliver.

We recognise that this means complying with the requirements of the Equality Act 2010 in avoiding and opposing direct and indirect discrimination, harassment and victimisation of people with protected characteristics (namely age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation); people who are perceived to have protected characteristics or who are associated with them.

Consistent with restorative principles we recognise we need to go beyond this.

- We understand that people face exclusion, discrimination and harassment as a result of various aspects, or perceived aspects, of their identity, or the identity of people with whom they are associated. In addition to protected characteristics, factors affecting how people are treated, and the opportunities open to them, can include: experiences of violence or trauma; language and literacy levels; low income and employment status; offending history; asylum status. Our commitment to fair, inclusive and respectful practice needs to apply to everyone.
- We need to challenge discrimination where we encounter it.
- We also need to take positive steps to identify and overcome barriers to equality and inclusion, making the most of the rich social and cultural diversity of our communities.

### **What this means in practice**

To fulfil this commitment, the Mint House will seek to model the six principles of restorative practice <sup>1</sup> including principles of impartiality, safety, accessibility and empowerment, in our work environment and service delivery. We will support this by:

- using diverse recruitment channels aimed at ensuring that our trustee body, staff, associates and volunteers represent all sections of society to the fullest possible extent

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<sup>1</sup> [Restorative Practice Guidance 2020 April 20 0.pdf](#)

- looking for, and exploring, understandings of equality, diversity and inclusion and restorative values more widely as part and parcel of trustee, staff, associate and volunteer recruitment and induction, ensuring all who work on our behalf understand their responsibilities in this regard
- considering additional training needs at least annually, including training in legislative changes, employment practice and unconscious bias; also building consideration of equality, diversity and inclusion into reflection sessions
- thoroughly investigating allegations of discrimination, victimisation and harassment through our disciplinary and grievance procedures, and taking action where appropriate. We will do this as quickly as possible consistent with a thorough investigation while also supporting those involved
- reviewing our employment practices and procedures when necessary, updating these to reflect changes in law and new practice understandings
- publishing an access statement, emphasising our commitment to responding to individuals' needs and making adjustments where we can
- monitoring take-up of our services wherever feasible
- making our work as transparent as possible
- each year, reviewing our progress in reaching and engaging with diverse communities, outlining positive steps we plan to take in an Equality, Diversity and Inclusion Action Plan.

### **Responsibilities for implementation**

The Mint House Board of Trustees has overall responsibility for implementing this policy and for ensuring that the latest good practice, legislation and regulatory requirements are addressed, for monitoring progress, approving the Equality, Diversity and Inclusion Action Plan and ensuring its effective implementation.

Everybody working for the Mint House, whether on a paid or voluntary basis, is responsible for familiarising themselves with this policy, for supporting its achievement by modelling restorative approaches and suggesting positive actions, for challenging harassment or unfair treatment and for raising concerns about inappropriate behaviour.