



Equality, Diversity, and Inclusion Policy

1. Purpose

This policy sets out how Jack and Pals Therapy Dogs ensures that all trustees, volunteers and beneficiaries are treated fairly, with dignity and respect, and without unlawful discrimination. We are committed to equal opportunities across all areas of our work.

2. Our Commitment

Jack and Pals Therapy Dogs does not discriminate on the basis of:

- Age
- Disability
- Gender or gender reassignment
- Pregnancy or maternity
- Race, ethnicity or nationality
- Religion or belief
- Sex or sexual orientation
- Marriage or civil partnership status

These are the “protected characteristics” under the Equality Act 2010.

We also seek to prevent unfair treatment linked to socio-economic background, caring responsibilities, working patterns, health, or any other personal circumstance.

3. Scope

This policy applies to:

- Trustees
- Volunteers
- Beneficiaries and service users
- Third parties representing Jack and Pals Therapy Dogs

Trustees and volunteers have overall responsibility for the effective operation of this policy. However, all volunteers and Trustees and service users have a duty as part of their involvement with the group/organisation to do everything they can to ensure that the policy works in practice.

4. Employment & Volunteering

We aim to ensure that:

- Recruitment, selection and promotion decisions are based on merit and ability
- Job and volunteering opportunities are advertised openly where appropriate
- Role requirements are clear, relevant and not unlawfully discriminatory
- Reasonable adjustments will be made for disabled applicants, staff or volunteers
- Induction, training and development opportunities are accessible and fair.

5. Service Delivery

We aim to ensure that our services, programmes and activities are delivered in an inclusive manner that avoids discrimination and removes unnecessary barriers to participation.

Where possible, we will take reasonable steps to adapt or tailor services to meet individual needs.

6. Harassment & Bullying

Harassment, bullying or victimisation will not be tolerated under any circumstances. Any allegations will be taken seriously and handled in line with our grievance and safeguarding procedures.

7. Responsibilities

- The Trustees have overall responsibility for this policy.
- The Trustees are responsible for implementation.
- All volunteers have a duty to follow this policy, treat others with respect and report concerns promptly.

8. Reporting Concerns

Anyone who feels they have been subject to discrimination, bullying or harassment may:

- Raise the matter informally where appropriate
- Submit a formal complaint under our grievance procedure
- Speak to a trustee or safeguarding lead if they feel unable to do so directly

Complaints will be handled sensitively and without victimisation.

9. Review

This policy will be reviewed annually or sooner if there are material changes in legislation or the charity's activities.

10 Adopted 1st May 2026

11. Review Date: 1st May 2027

Equality, diversity and inclusion trustee – faye@jackandpals.org