

G194 JPF Equity, Diversity and Inclusion Policy

Purpose & Scope

At the Jack Petchey Foundation, we are committed to promoting equal opportunities, challenging discrimination, promoting inclusion and celebrating diversity in all that we do. This Equity, Diversity and Inclusion (EDI) Policy outlines the ways in which we aim to achieve this. The policy applies to all individuals involved with our organisation, including staff, volunteers, contractors, and anyone engaging with our programmes.

We believe that our commitment to equity, diversity and inclusion is central to our success as a youth charity. Our ambition is that every young person in London and Essex can access and benefit from our programmes and opportunities, regardless of their background. Our strength and the depth of our impact depend upon the diversity of the people within our networks, particularly the young people that we work with.

JPF is committed to building a workforce that is representative of the communities it serves. In doing so this creates a culture where every individual is valued, respected, and empowered. This is essential for us to uphold our values and drive our mission forward, ensuring that young people remain at the heart of our work and are supported to realise their full potential.

Commitment

JPF is committed to:

- Eliminating discrimination of any kind both within JPF and our activities and in our wider community
- Creating an inclusive environment that values and celebrates the diversity of the staff, volunteers, young people, partners, co-ordinators, parents and carers that we work with
- Ensuring that everyone, regardless of their background, is able to participate in our programmes, activities and services
- Ensuring that our staff embrace diversity as a strength of the communities we work with
- Making our workplace, programmes and communications accessible, removing barriers and providing adjustments to support full participation.

JPF will implement this EDI policy through a workplan, which will include:

- Monitoring and reviewing our policies and practices regularly to identify improvements that can be made, responding to and learning from any feedback or complaints that we receive;
- Training staff and volunteers on EDI to ensure these principles and are understood, applied in practice, and recognised as everyone's responsibility;
- Ensuring that our recruitment and selection processes are fair and transparent and attract a diverse range of applicants;
- Annual surveys to evaluate how inclusive JPF feels to staff.

The EDI Working Group will review the EDI Policy and EDI Workplan annually, alongside the EDI Lead Trustee. The EDI Policy will also be submitted to the Board of Trustees for approval once a year.

Our commitment to EDI is underpinned by the Equality Act 2010, which legally protects individuals from discrimination in the workplace and wider society. Under this Act, there are nine protected characteristics, which must be respected and upheld in all aspects of our work. Discrimination, harassment, or victimisation on any of these grounds will not be tolerated.

By embedding these principles into everything we do, and through ongoing reflection, learning, and action, we aim to ensure that our work is shaped by the diverse voices and experiences of the communities we serve.

Date of Last Review: November 2025

Date of Next Review: November 2026