

Equality and Diversity & Inclusion Policy



WJ	EDI Policy	Issue	Issue 2
		Updated	16th October 2025
Document	Equity, Diversity and Inclusion		
Compiled by	Lorna Fowkes		
Scope	This policy applies to all employees, volunteers, directors and participants World Jungle strives to ensure that it complies with its legal obligations under The Equal Pay Act 1970, Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995, Human Rights Act 1998, Employment Equality (Sexual Orientation) Regulations 2003, Race Relations (Amendment) Act 2000, Parental Leave Directive, Equal Treatment Directive 2000, Employment Equality (Religion or Belief) Regulations 2003, Employment Rights Act 1996, Gender Recognition Act 2005, and Protection from Harassment Act 1997.		
Approved by	Ben Ward		
Version	Description	Date	
1	General Update and review of introduction	13/10/2024	
2	Full review with team	16/10/2025	

1. Introduction

World Jungle is committed to encouraging equality and diversity and inclusion among our workforce, participants and stakeholders and eliminating unlawful discrimination in all forms.

The aim is for our workforce, participants and stakeholders, to be representative of all sections of society and our customers, and for everyone we engage with to feel respected and able to give their best.

World Jungle in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

This policy will be reviewed annually.

2. Statement of values

World Jungle aims to bring people together, creating healthier communities and sharing the best of our world. Our work is divided into different activity areas (Cultural, Health, Community and Events), fusing culture and creativity, dynamic health and wellbeing, inspiring events and a long-term strategic commitment to improving our community and environment. We work to build effective partnerships, connect communities and deliver creative solutions to challenges facing our society. Our five core values are:

- Creativity
- Respect – for other people, cultures, the environment
- Quality – in everything we do
- Innovation – our way of thinking and operating
- Co-operation – bringing people together

We are committed to social justice and working with those who are most excluded and disadvantaged

World Jungle celebrates our society as diverse in race, culture, faith and other beliefs, sexuality, abilities, gender and age.

World Jungle is committed to challenging disadvantage and inequality and aims to promote diversity and equality in all areas of its work and structures.

World Jungle believes:

- In working towards a just and participatory society
- That all people have equal rights to work towards social justice and to participate in decision-making processes and local action
- That priority should be given to working with communities and groups whose full participation in society is limited by economic disadvantage or discrimination

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, voluntary, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

3. General Principles

World Jungle aims to create an environment where:

WJ Equality Policy v2 (Oct 2025, review annually)

- Difference and diversity are promoted and celebrated;
- Discrimination is challenged and opposed;
- Access for all to take part in events and activities (participation) is encouraged and facilitated as far as possible;
- The local community is reflected in staff, participants and volunteers;
- All projects are inherently and proactively planned to have, as a core attribute, a focus on marginalised or disadvantaged community groups, or people that otherwise have barriers to inclusion, that ensures their full and meaningful participation;
- Core principles of inclusion best practice are applied in planning, delivery and evaluation of all projects, core work and research;
- Volunteers and participants will be protected from individuals who exhibit intolerance, verbal or physical, towards others;
- Inclusion is a core principle of all WJ work and management principles and as such specific inclusion training is written in to policy for all employees, directors, key volunteers, partners and contractors as far as possible.
- We listen to our participants and support self-advocation – they are experts by experience and best placed to know what they need as an individual. We do whatever we can to support enabling this communication and provide tools.

World Jungle commits to:

- encourage equality and diversity in the workplace
- ensure that no user of World Jungle services receives less favourable treatment
- every employee is responsible for ensuring World Jungle's Equality Policy is applied to our dealings with our clients , customers and suppliers and should, in addition, be aware that it is unlawful to commit, authorise, contribute to or condone acts of discrimination on the grounds of a protected characteristic (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation), in the provision of goods and services. Breaches of the policy by suppliers could result in termination of contracts for services.
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all
- this commitment includes training all employees about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination

WJ Equality Policy v2 (Oct 2025, review annually)

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. In the event of an incident occurring an incident report form must be completed (form available on WJ business Sharepoint page).

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- we will use the appraisal process to encourage staff to make suggestions and contribute to the ways in which we promote equality as an organisation and with the users of our services.
- monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy
- we will ensure that venues that we use for meetings, workshops and training events are accessible and will make reasonable adjustments where necessary.
- we will monitor the use of our services and make use of this monitoring information when planning future developments.
- we will aim to ensure that our communications are accessible, including our web site.

We will bring this policy to the attention of our staff, volunteers, suppliers and service users when they join World Jungle and by making use of our communications.

WJ Equality Policy v2 (Oct 2025, review annually)

Details of the organisation's grievance and disciplinary policies and procedures can be found on WJ business SharePoint page. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

4. Training for Inclusive Best Practice

Diversity training is any program designed to facilitate positive intergroup interaction, reduce prejudice and discrimination, and generally teach individuals who are different from others how to work together effectively. Staff and Directors have a full programme of training across domains of the organisation and commit as part of their recruitment to undertake.

Essential training – All Staff

- Inclusion Needs You – including disabled people - delivered by Active Impact;

Desirable training

- LGBTQ+ - including trans and non-binary people – delivered by Lisa Vine advocacy, consultancy and training;
- Trauma Informed Training from The Nelson Trust.
- The Proud Trust – LGBT Youth - full day, half day or 90 min training options;
- Race and Faith – meeting the needs of black, Asian and Minority Ethnic people (BAME) – delivered by Equality and Diversity UK;
- Lives of Colour Leadership, Diversity and Inclusion Training on Race.
- ASIST Suicide Awareness Training
- Mental Health First Aid – Mental Health First Aid England
- Bystander Training (provider to be researched)
- Unconscious bias - (provider to be researched)

Appendices:

We commit to recognising diversity and embedding equity in all our practices. Inclusion is at the heart of what we do. In practice for WJ this means:

Diversity: we recognise difference. We acknowledge and celebrate all perspectives held by our team and participants and fully embrace the benefits that brings to our community. We consider visible and non-visible diversity in equal measure.

Equity: we treat everyone with respect and fairness and empower everyone to participate fully in the social and cultural activities we offer, and for our team to have fair and comparable access to economic remuneration and opportunities to thrive at work.

Inclusion: ensuring everyone is supported to express their autonomy, raise their expectations for satisfying work and leisure, to have a sense of belonging and experience good health. Difference is valued and we look for opportunities to be curious and find solutions.

Visible diversity: includes protected characteristics such as race, age, maternity, visible physical disabilities, sex and gender presentation.

Non-visible diversity: for us this encompasses characteristics such as nationality, sexual orientation, socio-economic status, learning difficulties, mental health, many physical disabilities, religious beliefs, marital status and gender presentation.

Intersectional: we consider all aspects of an individual, noting that processes, procedures and approaches taken without considering the whole person can be particularly harmful to marginalised groups.

Intersectionality: we acknowledge that individuals often have multiple protected characteristics which impacts their experiences and levels of discrimination they face. We do not 'put people in a box' and acknowledge that identity and experience is a multi-layered and personal experience.

Discrimination: We identify the experiences of marginalised people can be traumatising. We therefore take a trauma informed approach when planning, delivering and evaluating activities together.