

The values of the Renew169 Wellbeing Cafe are based on equal access and the five ways to wellbeing. In particular:

- ☑ **We believe in the inherent moral equality, dignity and worth of every individual;**
- ☑ **We value the unique distinctiveness of each member of the whole community;**
- ☑ **We celebrate the richness of being a diverse and inclusive community;**
- We will promote the general wellbeing of all members of the community**
- We are committed to assisting every community member who needs our assistance.**

The promotion of diversity and equality is, therefore, an important part of the Café's mission. It will continue to actively promote diversity and equality opportunities in all its policies and in its employment policies, practices and procedures.

Diversity and Equal Opportunities Policy:

It is the policy of Renew 169 that all people, irrespective of their religion, colour, nationality, ethnic origin, age, disability, gender, marital status or sexual orientation will be treated equally.

Renew 169 procedures will:

Ensure that staff are appointed solely on the basis of their merits and abilities.

Foster an environment in which all can realise their full potential through the development of their skills and abilities, regardless of their background;

Ensure that all staff, volunteers and people who use the café are treated with respect and dignity and receive fair and equal treatment in all aspects of dealings with us.

Ensure all those associated with the café access Diversity and Equal Opportunities training.

Diversity and Equal Opportunities Objectives:

The following are examples of specific actions that are being taken by the Café and which will be reviewed at regular intervals, to ensure that diversity and equal opportunity initiatives are successful.

All application forms will be monitored.

Selection criteria, job descriptions and person specifications will be kept under regular review to ensure that they are justifiable.

All applications for employment will be given equal consideration, with selection being based on aptitude, merit and ability.

All candidates for employment and prospective volunteers will be asked questions at interview to ascertain if they understand and affirm the purpose and reasons for this Policy.

The Equality Act 2010:

The Equality Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. The Act lists nine “Protected Characteristics”, as follows:

- ☐ Age;
- ☐ Disability;
- ☐ Gender reassignment;
- ☐ Marriage and Civil Partnership;
- ☐ Pregnancy and maternity;
- ☐ Race;
- ☐ Religion and belief;
- ☐ Sex;
- ☐ Sexual Orientation.

Behaviour or actions on the part of café staff/volunteers which do not comply with this Policy will be considered as a serious matter and may result in disciplinary action being taken.