

Equality, Diversity and Inclusion Plan

A message from our Chair and Chief Executive Officer

At Naomi House & Jacksplace, we appreciate how important it is to create a welcoming environment. Whilst a building and its surroundings help to do that, it's our philosophy and ethos that really show who we are and what we can achieve. That is why we are launching an Equality, Diversity and Inclusion Plan to ensure that we create a truly positive and welcoming place for everyone who interacts with us.

The aim of our campaign is simple: we want Naomi House and Jacksplace to be a place where everyone feels valued, respected and included regardless of their background, identity or experiences, somewhere where they feel they belong. We aim to create a culture where everyone, no matter what race, age, physical ability, religion or sexual orientation, can access our services, work for us, or support us.

The objectives of our plan are clear: as a whole team we will:

- Ensure that all families, children and young people of all backgrounds receive the same high standard of care and support

- Ensure that opportunities are open to everyone

- Ensure that our employment practices do not discriminate against group or any individual

- Promote equality, diversity and inclusion through training and education, understanding and awareness

- Ensure that the Values of the organisation reflect a Trust wide commitment to equality, diversity and inclusion

- Encourage feedback from all groups who interact with us, giving us new perspectives to further develop and enhance our culture

- Develop programmes with organisations and communities who share our commitment to equality, diversity and inclusion

In our ever changing society, accepting and welcoming people and their differences is vitally important. Over the next two years we will adopt new practices that enable us to do that. Those practices, I am sure will become second nature as we all grow and develop with our wonderful cause. Please join us in our pledge to make Naomi House and Jacksplace an organisation that truly champions equality, diversity and inclusion, a place where everyone feels they belong.

Andy Meehan

Chair of the Trustee Board

Mark Smith

Chief Executive