



Equal Opportunity, Diversity and Inclusion Policy 2022- 2025

The Mango Tree UK and overseas staff, our volunteers, guardians, orphans, and vulnerable children (OVCs), their guardians and the residents of the villages in the districts where we work, all have a right to equality regardless of race, tribe, creed, colour, nationality, sex, age, HIV status, sexual orientation, or disability. The Mango Tree and its partners work to create inclusive environments that enable everyone to benefit from their programmes.

Statement of Intent

Mango Tree will apply employment policies, which are fair, equitable and consistent with the skills and abilities of our employees, volunteers and beneficiaries and the needs of the charity. These policies will ensure that all persons involved with The Mango Tree UK and our partners are accorded equal opportunity regarding all aspects relating to their employment, volunteer recruitment and/ or participation in a Mango Tree project.

It is also our policy not to perpetuate or condone any discriminatory act or attitude in the conduct of our work with local rural African people, our volunteers, or our employees. The Mango Tree will regard any incidents of discrimination extremely seriously, and if upheld, will be subject to disciplinary action.

Our Values and principles

The Mango Tree advocates that Diversity is about recognising difference. It's acknowledging the benefit of having a range of perspectives in decision-making and the workforce being representative of the organisation's customers. Inclusion is where people's differences are valued and used to enable everyone to thrive at work.

The Mango Tree adopts a 'Social Model' for disability. This recognises that society places barriers in disabled people's way that can be overturned through societal action and the allocation of resources.

The Mango Tree UK acknowledges the value of diversity and embraces different life experiences and attributes as a positive contribution to the Charity, which enhances the reputation of The Mango Tree, increases staff morale, and improves efficiency.

The Mango Tree UK will also insist on the ethical treatment of all people, at all times, during its work, in line with our values and humanitarian ethics. The Mango Tree UK will not tolerate discrimination, harassment or victimisation of any person and will be proactive in preventing such incidents occurring.

We acknowledge that prejudice and discrimination can exist - and not only against people from minority groups - but we are committed to ensuring that no-one working with us, receiving our services or participating in any of our projects is discriminated against because of their gender, non-gender, marital status, sexual orientation, age, religion, race, colour, ethnic or cultural origin, nationality, citizenship, disability, health status, position within the Charity, or any other factor.

The Mango Tree UK will ensure that this principle of diversity and inclusion is complied within the letter and spirit of this policy.

Collective Responsibility

The protection of this policy is the responsibility of The Mango Tree UK, our partners and everyone we work closely with. All staff, volunteers and project beneficiaries have a personal responsibility to adhere to and apply this policy in their dealings with others both internal and external to The Mango Tree.

What is Harassment?

Harassment can be difficult to define. Differences of attitude or culture and the misinterpretation of social signal can mean that what is perceived as harassment by one person may not seem so to another. However, the defining features are that the behaviour is unwanted by the recipient and would be regarded as harassment by any reasonable person.

Harassment occurs when another person's behaviour causes discomfort or humiliation to the recipient, i.e., interferes with the delivery of a project, or an employee's job performance/prospects, or creates a threatening, hostile or intimidating environment for the recipient.

Discrimination on the Grounds of Race

The Mango Tree UK and our partners will treat all acts of race discrimination and racial harassment as disciplinary offences. This applies to all paid members of staff, volunteers, overseas placements, and project beneficiaries. Racial discrimination includes but is not limited to:

- Derogatory or offensive racist communication, including name calling or derogative terminology relating to a person's racial identity.
- Racist jokes or banter.
- Racist graffiti, objects, or pictures in the environment.
- Racist threats and verbal abuse.
- Ridicule or comments implying that a person's race impairs their ability.
- Physical assault and unwelcome physical contact.

Discrimination on the Grounds of Gender

The Mango Tree UK and our partners will treat all cases of discrimination or harassment related to a person's gender or non-gender, seriously and will take disciplinary action against all paid members of staff, volunteers, overseas placements and project beneficiaries. Gender discrimination includes but is not limited to:

- Actions and communication that are deliberately persistent and unwelcome, that refers to a person's gender or non-gender inappropriately and offensively.
- Making assumptions about a person's capacity and ability related to their gender or non-gender.
- Refusal to recognise a person's chosen gender or non-gender and use their chosen pronoun.
- Employment and Recruitment decisions biased by a person's gender or non-gender.
- Sexual mockery, innuendo or abuse related to a person's gender or non-gender.

Discrimination on the Grounds of Sexuality

The Mango Tree UK and our partners will take seriously all allegations of discrimination against any person on the grounds of sexuality and take appropriate action through the Grievance Procedure. Sexual discrimination includes but is not limited to:

- Actions and communication that are deliberately persistent and unwelcome, that refers to a person's sexuality inappropriately and offensively.
- Making assumptions about a person's capacity and ability related to their sexual orientation.
- Refusal to recognise a person's chosen sexual orientation.

- Employment and Recruitment decisions biased by a person's sexual orientation.
- Sexual mockery, innuendo or abuse related to a person's sexual orientation.

Discrimination on the Grounds of Age

The Mango Tree UK and our partners recognise the contribution made by people of all ages and seeks not to discriminate in employment or recruitment. Furthermore, on the grounds of age we would not discriminate against persons applying for employment.

Discrimination on the Grounds of disability

The Mango Tree UK and our partners have made a commitment to not discriminate against persons who are disabled and where reasonable and practical will undertake to provide facilities for staff and service users who require specific arrangements as a result of being disabled. The Mango Tree adopts a 'Social Model' for disability. This recognises that society places barriers in disabled people's way that can be overturned through societal action and the allocation of resources. The Mango Tree's partners are committed to proactively recruiting disabled people into their organisation.

Discrimination on the Grounds of Religious and Political beliefs

The Mango Tree UK and our partners have made a commitment to not discriminate against persons due to their religious or political beliefs insofar as they do not affect the duties detailed in their job description, compromise the inclusive values of The Mango Tree, or bring The Mango Tree into disrepute.

Discrimination on the Grounds of Trade Union Activity

Although The Mango Tree UK does not recognise any Trade Union and there being no collective agreement process within the employment contract, a commitment has been made not to discriminate against any persons right to membership of a Trade Union.

Discrimination on the Grounds of Health

The Mango Tree UK has made a commitment to not discriminate against persons with any ongoing or chronic medical condition and will offer appropriate support to continue in their job wherever possible.

Discrimination in the Recruitment and Selection Process

The Mango Tree UK will ensure that all job applicants; volunteers and employees are treated with equity and are offered opportunities purely on the basis of their relevant aptitudes, skills and abilities.

Responsibility for Equal Opportunities

It is the responsibility of all Mango Tree UK trustees, employees, and volunteers to uphold the integrity of this policy. Employees are required to do this as a condition of employment as stipulated in their contracts. The Mango Tree UK holds the right to withdraw employment and project services to any beneficiary if that person behaves in a discriminatory, disruptive, or abusive manner to any member of staff or volunteer or any other project beneficiary. (See also The Mango Tree's Code of practice.) The Mango Tree UK believes it must accept accountability for its decisions and be open to appropriate scrutiny. The Mango Tree UK Chair of Trustees has ultimate responsibility for all matters relating to Equal Opportunities and are responsible for implementing disciplinary proceedings where necessary, under the governance of the Board of Trustees.

Implementation

The Mango Tree UK acknowledges that a Diversity, Inclusion and Equal Opportunities Policy is only as good as its implementation. We will ensure all trustees, employees and volunteers read and understand the Policy. Where appropriate, they may also be expected to participate in additional training to increase awareness and acceptance of diversity, and to challenge discrimination. The Mango Tree will foster an

environment of openness in which people are comfortable and where there are no unnecessary boundaries to personal freedom.

Monitoring

Diversity, inclusion, and equal opportunities will be monitored through statistical analysis of data regarding the gender, age (if known) and ethnicity of volunteers, project beneficiaries and employees. This will be carried out annually and reviewed by the Board of Trustees.

Publication of this Policy

Copies of this Policy will be made available to all staff, volunteers and project beneficiaries or other interested parties (such as funders) upon request.

Review of this Policy

This policy will be reviewed by The Mango Tree UK trustees every two years, and updated according to changes in legislation, and in response to situations or issues that may arise within the organisation.

Complaints

Any complaint regarding the practice and implementation of this policy should be made in writing to the William Fulton, Chair of Trustees c/o Emily Wilder, UK Director 57 Bisley Road, Stroud, Gloucestershire GL5 1HF emily@themangotree.org