

PINNT



Equality, diversity and inclusion

PINNT is managed by members acting in a voluntary capacity. Most of our volunteers are people on or caring for someone on home artificial nutrition and they will perform roles within the charity. Where healthcare professionals are involved in PINNT activities the general rules of the charity apply. They will need to comply with the policies and governance of their employer. Overall, everyone volunteering and with or for PINNT will equally benefit from the existing support, governance and procedures. PINNT's goal is to be fully inclusive regardless.

PINNT is committed to encouraging equality, diversity and inclusion among our volunteers relating to all aspects of our activities.

Our policy's purpose:

- To provide equality, fairness and respect for all in our network. This is extended to people or services we engage on behalf of PINNT to provide services or advice to PINNT.
- Ensure no unlawful discrimination in relation to age, disability, gender, race, religion, sexual orientation or sex.
- PINNT promotes equality and inclusion in terms of the support offered to PINNT to contribute and work towards our aims and objectives.
- PINNT's volunteers and membership will demonstrate a commitment to treating all people equally and with respect, regardless of any protected characteristic or circumstance. Every member should be made to feel welcome, valued and included at all charity meetings and events.

PINNT commits to:

- Encourage equality, diversity and inclusion in the charity its members and those that it works with.
- Promote positivity, personal development in terms of the support offered to PINNT. This will include valuing people and respecting their contribution to the charity.
- Welcome and appreciate the time made available by individuals who are willing to share skills or wish to develop skills that will contribute to the growth and development of the charity.
- Encourage an open and honest environment that will allow people to raise any concerns which arise during their time with PINNT. Listen to all comments, concerns and thoughts and to respect individual's dignity. When a concern is raised follow best practice to completion.
- Ensuring all PINNT ambassadors and advocates display the beliefs of the charity when engaging with members, customers, external suppliers and everyone who contacts the charity.
- Encourage discussions about all aspects of the charity and invite contributions and thoughts to develop the aims and objectives of the charity.

Agreement to follow this policy:

The equality, diversity and inclusion policy is fully supported by PINNT's trustees and executive committee.

Our disciplinary and grievance procedures:

Details of the charity's complaints procedure and policy can be requested from the trustees at comms@pinnt.com

PINNT, PO Box 3126, Christchurch, Dorset BH23 2XS

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Website: www.pinnt.com
Email: comms@pinnt.com