



Equal Opportunities & Inclusion
Policy & Procedures
Masorti Judaism
Approved by the Board of Trustees
8 July 2026

Introduction

Masorti Judaism acknowledges that, in some societies, certain groups or individuals are denied equality on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation or other factors irrelevant to the purpose in view.

Masorti Judaism welcomes the statutory requirements laid down in the Equality Act 2010 ([legislation](#), [explanation of rights](#), and [code of practice](#)) and is committed to complying with the Equality Act 2010 with such other acts and statutory requirements, furthering equality of opportunity for all as also applied to its charitable activities.

Masorti Judaism also acknowledges that as a religious organisation, the Equalities Act 2010 permits some limited discrimination in relation to the beneficiaries of our services and our employment practices, where such discrimination is both required to achieve our charitable objectives and proportionate.

Masorti Judaism recognises that it has moral and social responsibilities that go beyond the provisions of the above noted Acts and Regulations and that it should take positive steps to support and contribute to the wider process of change through all aspects of its work and practices to eliminate discrimination and promote equality and diversity.

Policy

This policy applies to all Trustees, staff, volunteers, management committee members, users and the general public.

Commitment to Equality and diversity are important to the work of Masorti Judaism.

- The Charity will treat all people with dignity and respect, valuing the diversity of all.
- The composition of its employees, volunteers, and management committees reflects, as far as possible, the diversity of the local community it serves. However, as a Jewish faith and community organisation it may not always be appropriate or practicable for the organisation to achieve complete demographic representation. In line with the Equality Act 2010, the charity may lawfully restrict beneficiaries and, when recruiting, considers whether being Jewish constitutes a genuine occupational requirement for the role.
- It will promote equality of opportunity and diversity.
- It will eliminate all forms of discrimination on grounds of any of the protected characteristics listed in the Equality Act, or other characteristics irrelevant to the purpose in view.

- Services are accessible, appropriate and delivered fairly to all.
- It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Masorti Judaism's goal is to work towards a just society free from discrimination, harassment and prejudice. The Charity aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

Masorti Judaism aims to:

- ✓ Provide services that are accessible according to need;
- ✓ Promote equality of opportunity and diversity in volunteering, employment and development;
- ✓ Create effective partnerships with all parts of our individual and local communities.

Objectives

The Charity's objective is to realise its standards by:

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- ✓ Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- ✓ Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- ✓ Responding to volunteers' & employees' needs and encouraging their development which will increase their contribution to effective service delivery;
- ✓ Recognising and valuing the differences and individual contribution that all people make to the Charity;
- ✓ Challenging discrimination;
- ✓ Providing fair resource allocation;
- ✓ Being accountable.

Procedures

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in Masorti Judaism or using the services and sets out the way they can expect to be treated in

turn by the Charity. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and the management committee.

Method of Implementation

Masorti Judaism intends to implement this policy by:

- ✓ Ensuring that it is a condition of paid employment in Masorti Judaism;
- ✓ Ensuring that Trustees, Management committee, volunteers and users are made aware, understand, agree with and are willing to implement this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- ✓ Actively encouraging Trustees, staff, management committee and volunteers to participate in anti-discriminatory training, and to make time and resources available for such training;
- ✓ Monitoring the services, publicity and events provided by Masorti Judaism, to ensure that they are accessible to all sections of the Masorti Judaism community and wider population as appropriate.

Monitoring and Reviewing

Masorti Judaism has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management committee will review the policy annually.