



Josephine Butler

Junior Common Room



Policy			
Equality, Diversity, and Inclusion (“EDI”) Policy			
Issue Date	August 2026	Reference	P/021
Next Review Due	August 2029	Review Cycle	3 Years
Reviewing Panel	Board of Trustees		
Applicability	Employees Executive Committee Trustees Members Customers Contractors		

1. ABSTRACT

- 1.1. Josephine Butler Junior Common Room CIO (“the JCR”) is a registered charity, with a duty to ensure that equality and diversity is at the centre of our activities, and that all members, volunteers, and customers, in their engagement with the JCR, can be free to be themselves no matter what their identity or background.
- 1.2. The JCR is committed to creating and maintaining a culture and community free from discrimination and inequality.
- 1.3. The JCR aims to ensure that all associate members feel confident and empowered to engage as much as they wish, and to achieve their full potential within the JCR.
- 1.4. Equality, Diversity, and Inclusion should be embedded within all areas of JCR work, from events and activities to democracy.
- 1.5. This Equality, Diversity & Inclusion Policy aims to support the fulfilment of our obligations under the Equality Act 2010.
- 1.6. This policy covers discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex or sexual orientation as set out in the Equality Act 2010.
- 1.7. It is the responsibility of all members, customers, volunteers, and employees, to create and maintain an inclusive and welcoming environment, and promote EDI within the JCR.
- 1.8. Any discrimination shall be reported under the Complaints Policy.

2. LEADERSHIP

- 2.1. The JCR shall ensure there is the facility for one officer whose remit is Equality, Diversity, and Inclusivity (the “EDI Officer”).
- 2.2. The JCR also recognises that any officer(s) whose remit is Welfare may also take an interest in Equality, Diversity, and Inclusivity, though this policy shall not dictate the operations.

3. REPRESENTATION

- 3.1. The EDI Officer shall chair a committee (the “EDI Committee”) whose remit shall be to be the point of contact for EDI concerns within the JCR, Josephine Butler College, or the University of Durham. Further details on this committee shall be defined in the Operational Standing Orders.
- 3.2. The EDI Officer shall be responsible for ensuring that there are seats available in the committee dedicated for a wide array of protected characteristics, who are likely to represent the wider student population of Josephine Butler College.
- 3.3. The EDI Officer, and members of the EDI Committee, shall support filling positions in the EDI Committee, to ensure the interests of the role are well represented.
- 3.4. The roles for the EDI Committee, with the exception of the EDI Officer, shall be elected via a secret ballot election, and with community voting, where all members are able to vote, but encouraged not to unless they fall within the remit of the role. The methods of election otherwise shall be dictated by the Standing Orders.

- 3.5. The EDI Committee shall meet with the committees of all major events to ensure that events are inclusive and accessible and shall advocate for any alternative provisions if amending any primary provision is not feasible.

3.5.1. A “major event” shall be defined as any event who has at least one dedicated chair.

- 3.6. The EDI Officer shall be a voting member of the Executive Committee, in order to be able to advocate for any EDI issues arising in matters discussed in the Executive Committee, on behalf of the EDI committee.
- 3.7. The EDI Committee shall be encouraged to work with any officer of the JCR, or members of committees, whose remit is Welfare to deliver any EDI provisions.

4. IMPLEMENTATION

- 4.1. The Chair of the Board of Trustees, or their deputy, and the JCR President, will ensure that this policy is brought to the attention of all volunteers, employees, and contractors.
- 4.2. The Board of Trustees shall monitor the implementation of this policy.

5. APPROVAL AND REVIEW

- 5.1. This Equality, Diversity, and Inclusion Policy was prepared in July 2026 by the Compliance and Governance Officer, on behalf of the Board of Trustees.
- 5.2. This policy shall be reviewed every three years by the Board of Trustees, in consultation with the JCR President, and the JCR Executive Committee.

This Equality, Diversity, and Inclusivity Policy has been approved by the JCR President, and the Board of Trustees.

Signed **David Evans**
[Insert Signature Here]

Signed **Michael Cheung**
[Insert Signature Here]

Dated DD/MM/2026
Position **Chair, Board of Trustees**

Dated DD/MM/2026
Position **JCR President**