

The Winch's mission is to ensure every child can succeed. We recognise that children and young people's life chances are shackled by structural inequalities and that they are harmed by discrimination and systemic racism. In order to effectively deliver our mission, we believe that we must directly acknowledge and address these injustices. If we do not, we risk colluding with or perpetuating the harm they cause and ignoring the realities of our own experiences.

Our ambition is to deliver transformational change by working for, with and alongside the communities we serve, building power with those who have been excluded and marginalised. Justice is central to our mission and our goals, and must therefore be central to our values and practices in pursuing them. We will model and champion the change we seek.

We will ensure that our JEDI vision is embedded in all of our activities, policies and decisions and will work with our partners to share good practice. Key to this is our commitment to implementing a delivery plan to progress our JEDI policy.

Justice underpins our vision for a childhood in which every child can succeed. It is a childhood in which children and young people do not face disadvantage, harm or the threat of harm because of their identity. We work to address systemic injustice and advocate for systems change, dismantling barriers to resources and unlocking opportunities in our community, so that the people we champion can live a full and dignified life.

If equality is the outcome we seek, then equity is the process by which we secure it. For every child to have genuine opportunities to succeed, we must first acknowledge that they all start from different points. These different starting points are often related to categories of marginalisation or relative privilege based on characteristics like race, gender, sexual orientation, ability or religion.

Equal access to opportunity does not result in equality of opportunity, if these different starting points are not recognised and addressed. We will therefore allocate resource to ensure everyone can have more equitable access to opportunity and are treated fairly.



Diversity & Inclusion

We reflect our changing community, encompassing the broad tapestry of people, life experiences and perspectives. We appreciate people's specific and shared differences, contexts and histories, as well as their interconnectedness. The Winch is open to dissenting voices. Diversity is central to who we are and strive to be.

We foster a sense of belonging at the Winch. We create environments in which any individual or group can be welcomed, respected, supported, and valued to fully participate and can bring their authentic selves to work. We strive for a culture where people can express curiosity, challenge respectfully and where they are encouraged to be courageous.



We help repair an injustice when we acknowledge the harm it has caused.

We can prevent further harm from being caused by securing systemic change

We best deliver systems change, when we centre the experiences and perspectives and nurture the agency of those who have been marginalised by injustice.

It's not enough to not be racist or not to be oppressive. We have to be intentionally anti-racist and anti-oppressive. We do not tolerate discrimination.

We will work with courage and a commitment to continuously learn and grow.

Through our JEDI commitments, we aspire for the Winch to be a joyous place to be.

We will take active steps to fulfil our responsibilities and develop good practices by developing a JEDI Policy implementation action plan. This will include:

Strategy & Policy:

We will take a strategic approach to stewarding, embedding and learning from our JEDI work. We will underpin our organisational strategies, policies and plans in JEDI informed-thinking, and apply a JEDI lens to understand the impact of these frameworks on staff, volunteers and beneficiaries.

Service Design & Delivery:

We will learn how to better co-design and co-deliver services with beneficiaries, to advance our participatory and power sharing ambitions. We will apply the JEDI principles and approach in planning the 'why', 'what', 'how and the 'so what' of our work. We will learn from and respect others who excel at their work with marginalised communities.

Recruitment & Retention:

We aim to attract, retain and develop a diverse workforce of staff, trustees and volunteers, including those with lived, learned and practice-based experience of the issues the Winch addresses. Our approach to recruitment will be better integrated with our intentions to create working conditions in which everybody can thrive.

Training & Development:

We will work to build and develop the Winch workforce's understanding of issues relating to JEDI. We will also agree actions and specific training and support offers relevant to staff roles and evaluate their impacts.

Culture:

We will create an inclusive culture that embraces and celebrates our differences, including the differences in experiences, backgrounds and ways of thinking. We will focus on designing, building and embedding the behaviours necessary to create lasting change.

Consultation & Feedback:

We will develop processes to consult with key stakeholders and partners and to secure ongoing feedback, to help inform our work on JEDI and to ensure accountability and transparency.

Activities & Events:

We will promote and deliver activities which help increase justice, equity, diversity and inclusion within the Winch and the wider community.

- All members of the Winch community have a responsibility to work within and to promote our JEDI policy
- The Winch Board of trustees, through the Chief Executive, has ultimate responsibility for ensuring that this policy is fully developed and implemented.
- The Chief Operating Officer is responsible for leading the implementation of the JEDI strategy. They will ensure it is translated into an operational policy and action plan, and that it's principles guide the development and delivery of our work.
- The JEDI Steering Group has responsibility for the coordination, support and delivery of this work.

The Winch will monitor the effectiveness of this policy to ensure it is achieving its objectives. We aim to be transparent in our progress in achieving our objectives, and will report to the Board against our annual action plan.

We are excited and committed to delivering our JEDI policy. We know we won't get everything right immediately, but we are determined to learn and improve.