

Equality, Diversity & Inclusion (EDI) Policy

This policy sets out our commitment to promoting equality, diversity, and inclusion across all aspects of our organisation. It ensures compliance with legal requirements and fosters a culture of respect and fairness.

Purpose

To create an inclusive environment where all individuals are treated fairly and with respect, regardless of protected characteristics.

Scope

Applies to all employees, contractors, volunteers, and stakeholders associated with the organisation.

Legal Framework

Complies with the Equality Act 2010, which protects individuals from discrimination based on protected characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The Key Principles

Fairness

- Ensure equal opportunities in recruitment, training, and career progression.

Respect

- Treat all individuals with dignity and value their contributions.

Inclusion

- Create a supportive environment where diversity is embraced and celebrated.

Roles & Responsibilities

- Senior Management: Provide leadership and resources to implement EDI initiatives.
- Managers: Ensure team compliance and address any issues promptly.
- Employees: Uphold EDI principles and report concerns.
- HR Department: Monitor compliance and deliver training programs.

Recruitment & Employment Practices

- Advertise roles widely to attract diverse candidates.
- Use objective criteria for selection and promotion.
- Provide reasonable adjustments for candidates with disabilities.

Training & Awareness

- Mandatory EDI training for all staff.
- Regular refresher sessions and updates on legislation.
- Specialist training for managers and HR personnel.

Reporting & Complaints Procedure

- Employees can report discrimination or harassment confidentially to HR.
- Complaints will be investigated promptly and fairly.
- No retaliation against individuals who raise concerns.

Monitoring & Review

This policy will be reviewed annually or following significant changes in legislation or organizational structure.

Quick Reference Links

- Equality Act 2010 Guidance: <https://www.gov.uk/guidance/equality-act-2010-guidance>
- ACAS Equality & Diversity Advice: <https://www.acas.org.uk/equality>