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# **POLICY: EQUITY, DIVERSITY AND INCLUSION**

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<b>Approved by</b>	Board of Trustees
<b>Last review</b>	January 2024
<b>Next review</b>	January 2025
<b>Version</b>	0.0

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**Ammendments:**  
None

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**Date:**  
01/01/2024

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# SUMMARY

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This policy outlines Bridge to Unity CIO's commitment to fostering equity, diversity, and inclusion (EDI) within our organisation. We aim to create a safe and inclusive environment that actively dismantles barriers, eliminates discrimination, and promotes equity for our team members and the communities we serve.

## **Legislation and Regulation**

This policy aligns with the Rehabilitation of Offenders Act 1974, Fair Employment and Treatment (Northern Ireland) Order 1998, Equality Act 2010, and Human Rights Act 1998.

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# INTRODUCTION

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- 1.1 At Bridge to Unity CIO, we are committed to fostering an inclusive environment that aligns with our values. We actively promote a culture of non-discrimination and equity.
- 1.2 This policy is designed to ensure that we benefit from diverse perspectives, reflecting the communities we serve, to make informed decisions and better support people in need.
- 1.3 We believe that advancing equity and embracing diversity and inclusion are essential to embodying our Fundamental Principles, organisational values, and Code of Conduct.

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# POLICY STATEMENT

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## 2.1 Purpose and Aims

The purpose of this policy is to establish our approach to equity, diversity, and inclusion, creating a safe and inclusive organisation. We aim to proactively dismantle barriers, eliminate discrimination, and promote equity for our people and the communities we serve.

This policy aims to:

- 2.2 Treat everyone with dignity, fairness, and respect, regardless of protected characteristics, socio-economic factors, or cultural traits.
- 2.3 Challenge all forms of unequal, offensive, and unlawful treatment.
- 2.4 Recognise and address the needs of those who are more disadvantaged, considering challenges faced in various cultures.
- 2.5 Establish leadership, effective management practices, and resources to understand and address barriers to EDI.
- 2.6 Foster a culture that attracts and retains individuals from diverse backgrounds and experiences.
- 2.7 Design and provide services that meet the needs of diverse communities.
- 2.8 Amplify, value, and act upon the voice of lived experience.

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# SCOPE

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4.1 This policy applies to all elements and stages of our work, volunteering, service provision, and income generation. It encompasses everyone working for us, including staff, workers, contractors, volunteers, apprentices, and job applicants. This policy extends to our work throughout the UK, as well as our relationships with third-party providers, partners, donors, supporters, and stakeholders.

We will:

4.2 Promote equity, dignity, fairness, inclusion, and respect.

4.3 Create a culture free from prejudice, bullying, harassment, victimization, discrimination, and offensive behaviour.

4.4 Take complaints of discrimination seriously, ensuring those who witness or experience it know how and where to make complaints.

4.5 Uphold and advance the rights of individuals under the Equality Act 2010 and those experiencing discrimination outside the Act's scope.

4.6 Consult and engage with our people to understand the needs and obstacles faced by those from marginalised groups.  
Ensure transparent, merit-based, fair, and accessible recruitment, selection, development, and progression processes.

4.7 Make jobs accessible, available on a flexible basis, and proactively make reasonable adjustments.

4.8 Ensure transparency in decisions, equality in pay, benefits, and job evaluations.

4.9 Raise awareness of and provide support for health, safety, and wellbeing issues.

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# RESPONSIBILITIES

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- 5.1 The Board of Trustees has ultimate responsibility for the policy and champions EDI.
- 5.2 The Senior Leadership Team ensures compliance with this policy.
- 5.3 Directors of the organisation are responsible for achieving external and internal standards.
- 5.4 Directors of the organisation must monitor and review the policy.  
Directors of the organisation must implement the policy.
- 5.6 All team members are responsible for adhering to this policy.

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## LAWS AND REGULATIONS

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- 6.1 This policy supports compliance with relevant UK legislation, including the Equality Act 2010. Where legislation outside the UK contradicts this policy, we apply the highest standard.

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## MONITORING AND COMPLIANCE

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- 7.1 We collect and monitor diversity-related data to understand experiences, identify and remove barriers, ensure policy effectiveness, and set EDI targets.
- 7.2 Breaches of this policy will be investigated through Complaints procedure.

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## REVIEW AND MAINTENANCE

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- 8.1 The EDI policy was updated in January 2024 and is scheduled for review in January 2025.