



EQUALITY DIVERSITY & INCLUSION POLICY

Introduction

HARCSAC offers services to women over the age of 18 delivered by women in a safe woman only space. This Equality, Diversity, and Inclusion (EDI) Policy demonstrates our commitment to providing a respectful and inclusive environment for everyone associated with HARCSAC. We recognise the value that diversity brings to our work and are committed to promoting equality, celebrating diversity, and fostering inclusion across all areas of our organisation.

Scope

This policy applies to all employees, volunteers, trustees, clients, and other stakeholders associated with HARCSAC. It covers recruitment, employment, volunteer engagement, service delivery, decision-making processes, and partnerships.

Purpose

The purpose of this policy is to:

- Ensure that everyone is treated fairly, respectfully, and without discrimination.
- Create a safe environment where all individuals feel valued and included.
- Prevent unlawful discrimination, harassment, and bullying.
- Comply with relevant legislation and promote best practices in equality, diversity, and inclusion.

Commitment

HARCSAC is committed to:

- Promoting equality of opportunity.
- Encouraging diversity in our workforce and volunteers.
- Creating a culture of inclusion, where everyone feels welcome and respected.
- Providing services and support that are accessible and responsive to diverse needs.

Principles

Our EDI approach is based on the following principles:

- Respect: All individuals deserve to be treated with respect, regardless of their background or personal circumstances.
- Inclusivity: We value and include diverse voices and perspectives in our work.
- Equity: We strive to ensure fair treatment, access, and opportunities for all.

Legal Framework

This policy aligns with relevant legislation, including but not limited to:

- The Equality Act 2010
- The Human Rights Act 1998
- The Employment Rights Act 1996

Protected Characteristics

We aim to prevent discrimination based on any of the following protected characteristics:

- Age
- Race (including ethnicity, nationality, and culture)
- Disability
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

Recruitment, Selection and Promotion

- We will ensure a fair and inclusive recruitment process, free from discrimination and bias.
- Recruitment materials and job advertisements will reflect our commitment to diversity and inclusion.
- All recruitment decisions will be based on objective criteria related to qualifications, experience, and ability.

Training and Development

- All employees, volunteers, and trustees will receive EDI training and support to ensure they understand their roles and responsibilities in fostering an inclusive environment.
- We encourage professional development opportunities that support diverse career progression.

Inclusive Culture

- We aim to create an open, supportive environment where individuals feel comfortable expressing their identity and experiences.
- We will use inclusive language that reflects respect for all identities, backgrounds, and abilities.
- Feedback and suggestions for improving inclusion practices are encouraged and valued and should be made to a Trustee who will take the suggestion to the Board.
- Events, meetings, and communications will be designed with inclusivity in mind.

Service Provision

Services will be accessible and inclusive, in response to the diverse needs of those we support.

Responsibilities

- Trustees: Responsible for overseeing and ensuring the policy is effectively implemented.
- Employees and Volunteers: Responsible for upholding EDI values, fostering an inclusive environment, and reporting any instances of discrimination or harassment.



Reporting and Addressing Issues

We take reports of discrimination, harassment, and bullying seriously. Any individual who feels they have experienced or witnessed discrimination, harassment and/or bullying is encouraged to report it to a Trustee. All reports will be treated confidentially and investigated fairly, with appropriate action taken if necessary.

Accessibility and Reasonable Adjustments

Physical Accessibility: Wherever possible, HARCSAC will be flexible in the provision of its services to ensure that all facilities and services are accessible to people with disabilities, including wheelchair access

Adjustments for Individuals: Wherever possible we will make reasonable adjustments to accommodate the needs of individuals with disabilities, different cultural or religious practices, and other diverse needs as requested.

Zero Tolerance

Harassment, bullying, discrimination, and any behaviour undermining the EDI principles contained in this policy will not be tolerated and will be addressed promptly.

Review

This policy will be reviewed annually, or sooner if there are changes in legislation.