EQUITY, DIVERSITY AND INCLUSION POLICY

DOCUMENT CONTROL

Document Overview

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Equity, Diversity and Inclusion Policy

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Statement of Commitment

Hope After Harm is committed to eliminating all forms of discrimination and promoting equity, diversity and inclusion across our workforce and the services we deliver. We recognise the value of difference and the importance of creating an environment where everyone is treated with fairness and dignity and in line with our values in particular those of "inclusion" and "respect"

Policy Aims

Through this policy, we aim to:

- Eliminate discrimination, including direct, indirect, harassment and victimisation
- Create a positive and inclusive culture where respect and diversity are embedded in everything we do
- Promote positive action to address systemic disadvantage and under-representation
- Ensure our employment practices and service delivery reflect the highest standards of fairness
- Champion equity, diversity and inclusion internally and externally
- Adopt an intersectional approach to understanding and addressing discrimination

Legal and Regulatory Framework

This policy reflects and complies with current legislation, including:

- Equality Act 2010
- Employment Rights Act 1996
- Part-Time Workers Regulations 2000
- Rehabilitation of Offenders Act 1974
- Equal Pay Act 1970
- Employment Equality Framework Directive 2000

These laws protect individuals from discrimination, harassment, bullying and victimisation based on protected characteristics, including associative and perceptive discrimination. For further information see our policies on Recruitment and Selection, Lived Experience Policy, Rehabilitation of Offenders Policy.

Definitions

- **Equity -** fairness and recognising that different people have different needs. It means providing individuals with the support and resources they need to achieve equal outcomes, rather than treating everyone identically.

- **Diversity -** the presence of differences, visible and non-visible, including age, ethnicity, gender, disability, sexual orientation, faith, socioeconomic status.
- **Inclusion -** actively removing barriers to participation and creating conditions where all individuals feel respected, valued, and able to contribute fully.
- **Intersectionality -** people may face overlapping forms of disadvantage due to multiple aspects of identity, such as race, gender, and disability. We commit to addressing discrimination through this lens.

Our Commitments

We commit to working across four key areas: Culture, Access and Opportunity, Accountability and Improvement and Leadership

An Inclusive Culture

- Foster a workplace and service environment where individual differences are recognised, valued and respected
- Promote dignity and respect in all interactions, ensuring everyone feels safe and heard
- Use inclusive, non-discriminatory language across all communications and materials

Fair Access and Opportunity

- Embed equity into recruitment, development, progression, and reward practices
- Ensure workplace benefits are inclusive and accessible to all
- Make reasonable adjustments to remove barriers and meet diverse needs
- Support individuals experiencing discrimination or harassment with access to appropriate internal and external help

Accountability and Continuous Improvement

- Provide training to ensure all staff, volunteers and trustees understand EDI principles and responsibilities
- Regularly review and assess the impact of our policies, practices and services on people with protected characteristics
- Collect, analyse and use anonymised data to monitor workforce diversity, service user access, and outcomes, enabling us to identify gaps and priorities for action
- Evaluate the effectiveness of our EDI approach and refine it as needed

Leadership

- Fully implement our EDI strategy and ensure it is reflected in all aspects of organisational practice

- Actively promote the value of equity, diversity and inclusion both internally and to external partners
- Embed EDI principles into all organisational policies and procedures
- Strive for inclusive governance by seeking diversity within our Board of Trustees and leadership team

Addressing Discrimination and Breach of Policy

We do not tolerate discrimination of any kind. Any discriminatory behaviour exhibited by employees, volunteers, trustees, associates or service users will be addressed promptly and constructively. Where discrimination is found to have occurred, appropriate disciplinary or remedial action will be taken. This may include dismissal or termination of engagement. For further information see our Disciplinary Policy. We will ensure support is available to anyone affected by discrimination or harassment, including access to internal support where appropriate.

Accessibility

We are committed to ensuring that our services and premises are accessible to all. We will take all reasonable steps to ensure that our offices and any other premises we use are fully accessible to disabled employees, trustees, volunteers, associates and visitors. For further information see our Reasonable Adjustments Policy

Responsibilities

All employees, volunteers, trustees and associates are expected to uphold this policy. The Chief Executive Officer is accountable for its effective implementation, supported by senior leadership and line managers across the organisation.

Complaints

If you have concerns about how you or another individual has been treated—whether by a colleague, volunteer, trustee, associate or service user—please refer to our separate Grievance Policy for guidance on how to raise the issue, or for our Service Users, our Complaints Policy

Policy Review

This policy will be reviewed annually to ensure it remains current, compliant with legal requirements, and aligned with our organisational values and practices.