



Hope and Aid Direct
Equal Opportunities and
Diversity Policy

Change & Approval Record

Date of Change:	Changed By:	Comments:
15/7/21	Steve Walsh	Initial Version
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23/11/21	Steve Walsh	Initial Version
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Policy Statement

Hope and Aid Direct (1077146) is committed to promoting and valuing equality and diversity in all of our activities and among all our amazing volunteers. We are strongly committed to achieving equal opportunities and access for all people and groups in society.

Equality & Diversity is the cornerstone of all of our policies and procedures. We are proud of the actions we take to eliminate discrimination and prejudice to ensure inclusion and engagement for all the people who work and volunteer with us or wish to use our services. We continue to strive towards a culture that is diverse, and which recognises and develops the potential of all our volunteers and service users, and we will go above and beyond the minimum legal requirements in order to achieve this.

Equality

Equality is about making sure people are treated fairly and given fair chances. Equality of opportunity is about everyone being evaluated fairly and being able to progress purely on the basis of their merit. It encompasses a range of legislation that's been put into place to prevent people being treated unfavourably on the basis of a range of specific factors:

- Race
- Nationality
- Ethnic or National origin
- Gender/sex
- Marital status or pregnancy
- Religion or Belief
- Sexual orientation
- Disability
- Gender re-assignment
- Age

People must not be unfairly discriminated against because of any of these factors and we must all contribute to creating a positive learning and working environment where discriminatory practices and discrimination no longer happen.

Hope and Aid Direct recognises that certain individuals and groups are discriminated against in general society and is committed to working towards eliminating all forms of discrimination through its own work and through its policies and practices.

Diversity

Diversity is about respecting and valuing all forms of difference in individuals and positively striving to meet the needs of different people. It goes beyond equal opportunities legislation, encompassing any aspect of an individual that isn't directly related to their ability to do a specific job or undertake a particular task such as:

- Approach to work
- Values
- Experience
- Family commitments
- Where someone lives

People with different backgrounds and attitudes bring fresh ideas and perceptions, and as a diverse organisation we can draw upon the widest range of experiences so that we can offer the best services possible and be a welcoming place to work.

Hope and Aid Direct will actively encourage diversity to maximise achievement, creativity and good practice and to bring benefits to individuals and communities. We will encourage all people we work with, and for, to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution is valued. We will endeavour to deliver services in a way that genuinely recognises the importance of an inclusive society and that brings opportunities and access, not barriers to individuals.

Aims and Objectives

The aims and objectives of the Equality and Diversity Policy are:

- To encourage, promote and celebrate diversity in all our activities and services
- To ensure equal access to jobs, volunteer opportunities, services and activities
- To ensure compliance with legislation on discrimination and equality including Equality Act 2010 and other relevant legislation currently in force
- To promote equal opportunities in other areas not currently covered by legislation
- To create environments free from harassment and discrimination
- To maximise the use of resources in the best interests of volunteers and charity recipients.
- To confront and challenge discrimination where and whenever it arises, whether it is between colleagues, or in any other area relating to our work
- To make a willingness to accept and implement this policy to be a necessary qualification for any position in the organisation
- To ensure, through positive action and as far as is practicable, that our premises and services are accessible to all people

Equality and Diversity Framework

Expectations

Responsibility for implementing and developing the policy rests with the Trustees. However, we believe that all who work with or for the organisation have an individual responsibility: to accept the policy and ensure a personal involvement in its application; to co-operate actively to ensure that the environment we desire is a reality.

Hope and Aid Direct recognises that undefined policies do not provide equality and encourage diversity in employment, training and services. We will seek to promote equality and diversity within the following framework.

Board of Trustees

The Trustees of Hope & Aid Direct are invited to become trustees based on a full variety of skills and passions and will always endeavor to ensure that trustee composition is as representative as possible.

Publicity and Information

- In publicising our work, including all written publications, we are committed to sensitively representing and portraying the whole community, in a positive manner.
- We will work towards declaring our commitment to equal opportunities in all publications.
- All material produced by or on our behalf will be monitored to ensure that the content is consistent with this framework.
- A commitment is made to develop our publicity and information materials, to ensure they are available and accessible as widely as possible to all groups.

3.4 Influencing Others

- Volunteers are expected to challenge, in an appropriate way, any discrimination they come across.

Discrimination and Harassment

- We will investigate all complaints of discrimination and harassment thoroughly; however minor they may appear to be at first sight.
- We will take disciplinary action against any volunteer or trustee found to have discriminated against another charity beneficiary, trustee or volunteer on the grounds of sex, sexual orientation, gender reassignment, race, religion and belief, disability, age, marital or civil partnership.
- Take disciplinary action against any volunteer found to have harassed another person on the grounds of race, nationality, ethnic or national origin, gender / sex, marital status or pregnancy, religion or belief, sexual orientation, disability, gender re-assignment or age.

Implementation, Monitoring and Review

- We will continually seek the views of our volunteers, charity recipients, and others on how we can provide a genuinely non-discriminatory service, learn from our experiences and build upon our success.

Related Documents

This Policy should be read alongside Hope and Aid Direct (1077146):

1. Serious Incident Reporting and Whistleblowing Policy
2. Safeguarding and Vulnerable Beneficiaries' Policy