

EQUALITY, INCLUSION AND DIVERSITY – POLICY

Date of Last Review: Feb 2026

Next Formal Review: Feb 2028

1. INTRODUCTION

- 1.1 Diversity, inclusion and equality are more than just words for thirtyone:eight. They are the principles guiding how we build our teams, cultivate leaders and create a place that's the right fit for every person inside of it. We work with a wide and diverse spectrum and we want to reflect that in our staff team.
- 1.2 Underpinning our approach to equality, inclusion and diversity is the desire to meet those we serve in the most accessible way regardless of ability. Our accessibility focus reflects the governments four areas as below covering those with:
 - impaired vision
 - motor difficulties
 - cognitive impairments or learning disabilities
 - deafness or impaired hearing

[Understanding accessibility requirements for public sector bodies - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/understanding-accessibility-requirements-for-public-sector-bodies)

- 1.3 We are committed to fostering a workplace culture that champions equality, diversity, inclusion, dignity, and psychological safety.
- 1.4 This policy ensures compliance with UK equality and anti discrimination legislation while promoting an inclusive climate in which all colleagues feel valued, respected, supported, and able to thrive.

2. SCOPE

- 2.1 This policy applies to:
 - All employees, workers, contractors, volunteers, and applicants.
 - All stages of employment, including recruitment, induction, training, development, performance management, promotion, conduct, and exit.
- 2.2 No employee or potential employee or volunteer will be subject to unlawful discrimination because of any protected characteristic as defined by the Equality Act 2010, namely; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 2.2 No employee or potential employee or volunteer will be disadvantaged by any conditions of employment that cannot be justified as necessary on operational grounds.
- 2.3 There may be circumstances when a position is required to be filled by a Christian of good standing in their church as an occupational requirement in accordance with applicable employment law.
- 2.4 These principles apply both in the workplace and outside the workplace in a work-related context, such as on business trips, customer or supplier events or work-related social events.

3. CORE EDI PRINCIPLES

3.1 Equality of Opportunity

We ensure fair and equitable treatment for all employees, addressing systemic and individual barriers.

3.2 Valuing Diversity

We recognise the value of diverse backgrounds, identities, perspectives, and experiences.

3.3 Inclusive Culture

We aim to build psychological safety, belonging, and respect throughout the organisation.

3.4 Zero Tolerance for Discrimination

We do not tolerate discrimination, harassment, bullying, or victimisation of any kind.

4. RESPONSIBILITIES

4.1 Organisation

- Promote a culture that integrates EDI and wellbeing.
- Ensure compliance with equality and health & safety legislation.
- Provide access to wellbeing, mental health, and stress management resources.

4.2 Leaders & Managers

- Model inclusive behaviour.
- Prevent discrimination and ensure fair treatment.
- Identify and address stressors within their teams.
- Managers should take steps to reduce work related stress where identified.
[acas.org.uk]
- Facilitate open, supportive conversations about workload, pressures, and wellbeing.

4.3 Employees

- Treat others with respect.
- Participate in training and wellbeing initiatives.
- Report concerns regarding EDI or wellbeing issues.

5. TRAINING & AWARENESS

5.1 Mandatory for all employees:

- Equality, diversity & inclusion training.
- Mental health and wellbeing.

6. REPORTING CONCERNS

6.1 Employees can raise concerns confidentially through:

- Line managers
- HR
- Formal grievance procedures

7. MONITORING, REVIEW & CONTINUOUS IMPROVEMENT

The organisation will:

- Review this policy every two years or sooner if legislation changes.
- Monitor workforce data (diversity, engagement, wellbeing indicators).
- Integrate feedback from surveys, EDI data.
- Continually refine our approach to inclusion, wellbeing, and workplace culture.