

## Equality, diversity and inclusion policy

We bring together individuals from different backgrounds as members, employees, volunteers, and collaborative partners. People are at the heart of everything we do, and we are committed to respecting, promoting, and demonstrating leadership on equality, equity, diversity and inclusion.

We believe that good workplaces treat all members of the team fairly and equitably, with no tolerance of prejudice or discrimination, they recognise the importance and value of diversity, and have teams who are empowered to challenge poor practice. We reflect these core principles in all our activities, including the way in which we engage with our members, stakeholders, and suppliers.

We recognise our responsibilities under the Equality Act 2010 to protect people from discrimination and harassment in the workplace, in line with the protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

However, we also strive to exceed this basic minimum required by law by promoting and celebrating diversity and inclusion for all, including non-protected characteristics such as neurodivergence, socio-economic status, fertility challenges and/or treatments, caring responsibilities, body shape, and dietary requirements.

### What this means in practice

- All individuals will be welcomed, valued and treated fairly and respectfully in the course of our work and will not be subject to any form of discrimination, harassment or victimisation.
- We will embrace diversity in everything we do and promote a culture which prioritises inclusion for everyone who works for us and with us.
- We will design our activities, services and decision-making processes specifically to encourage and support participation from those who face disadvantage in society, to ensure that everyone has equitable opportunity to contribute to our work, access our information and services, and voice their needs.
- We will treat any incidents or behaviour which breach this policy or otherwise cause distress extremely seriously, we will implement and communicate clear and safe reporting mechanisms and will take active steps to address such incidents or behaviour in collaboration with the individual(s) impacted.
- We will provide training and guidance for employees and our volunteers to ensure that they continually improve understanding of the lived experience of discrimination and harassment, how to prevent it, and how to challenge it appropriately.

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