



## **Equality, Diversity & Inclusion Policy**

### **Purpose**

To ensure fair and equal treatment for all individuals.

### **Scope**

Applies across all areas of the charity's operations and governance.

### **Principles**

- We value diversity, promote equality of opportunity, and strive for inclusive practice.
- Discrimination, harassment, or victimisation of any kind is not tolerated.

### **Procedures**

- Recruitment: Inclusive language checklist applied to all adverts; anonymous monitoring forms collected.
- Complaints: Reported to line manager or Chair; managed under grievance procedure.
- Review: Annual review of demographics and equality impact assessments for new projects