

Equality, Diversity and Inclusion Policy

Date Policy Written: Oct 2022
Author: Janice Morgan
Approved by Trustees: Oct 2018
Review Frequency: Annually
Policy Name: EDI Policy

Review Date: 1st Nov 2024
Responsible Person: Janice Morgan
Key Findings: Out of date and requires to be written to reflect current activities
Recommended Action: Redraft and present to the board for review and approval – Jan 2025
Follow Up Date:

Policy Statement

Our commitment to equality, diversity and inclusion.

Green Gateway, a project delivered by Foothold Cymru is committed to encouraging and promoting diversity and inclusion in our workplace. This reflects our values of respect, belief, care, cooperation and integrity, where everyone should be always treated with dignity. Foothold Cymru will take every possible step to tackle all forms of discrimination, inequality, and unfair treatment, whether it's intentional or unintentional, direct or indirect. Foothold Cymru is committed to making sure that all employees have equal access to opportunities and to removing all barriers to inclusion in the workplace.

Scope

This policy applies to all trustees, employees, volunteers, participants, and anyone else involved with Foothold Cymru's activities. It covers all aspects of our work, including:

- Recruitment and selection
- Training and development
- Service delivery
- Partnerships and procurement
- Communications and engagement

Purpose and Aims of the Policy

To set out Foothold Cymru clear commitment to creating a diverse, inclusive workplace and becoming a best practice employer, going beyond legal requirements on equality, diversity and inclusion

- To provide the legal framework and definitions surrounding equality, diversity and inclusion; the protected characteristics; and forms of discrimination
- To provide clear guidance for staff on expected behaviours and responsibilities as employees of a diverse and inclusive workplace
- To set out a fair and inclusive approach to the recruitment, selection, and professional development of employees
- To make sure that equality, diversity and inclusion is embedded in all the organisation's practices and processes
- To explain the possible effects of any breach of the policy
- All employees, consultants, and volunteers who support Foothold Cymru are expected to follow the principles of this policy.



Foothold Cymru is a charity registered in England and Wales number: 1188696. Company registration number: 02633128.

Definitions

Equality

Equality is about making sure that every individual has equal opportunities to make the most of their lives, whatever their identity or background. Equality isn't about treating everyone in the same way; it recognises that creating equal opportunities and outcomes for everyone may require different approaches for different individuals or groups.

Diversity

Diversity means valuing all differences between people, whether they're visible or not. It includes recognising employees' and volunteers' different viewpoints, experiences, and identities as organisational strengths. Diversity isn't about 'accepting' or 'managing' differences; it's about nurturing and celebrating them so all staff and volunteers can contribute fully and realise their full potential.

Inclusion

Inclusion means taking proactive, positive actions to remove all barriers to participation, creating an environment where everyone feels equally valued and supported to thrive. Being an inclusive organisation requires an ongoing commitment to listening, understanding, and taking action.

Legal Framework

Current equality legislation and associated codes of practice to be considered include (but aren't limited to):

- Equality Act 2010
- Employment Rights Act 1996
- Part-Time Workers Regulations 2000
- Rehabilitation of Offenders Act 1974
- Equal Pay Act 1970
- Employment Equality Treatment Framework Directive 2000 (as amended).
- Gender Recognition Act 2004

This legislation protects people against all forms of discrimination based on protected characteristics. Protected characteristics are certain attributes that people possess, which the law considers must be safeguarded. There are nine protected characteristics that it's unlawful to discriminate based on: sex, age, disability, pregnancy and maternity, race, sexual orientation, religion or belief, marital or civil partnership status, and gender reassignment.