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[www.stockingfordcc.org](http://www.stockingfordcc.org)

# THE 'FORD Community Centre

## Equality, Diversity and Inclusion (EDI) Policy

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### 1. Policy Statement

THE 'FORD Community Centre is committed to promoting equality, valuing diversity and creating an inclusive environment where everyone is treated with dignity, fairness and respect.

We believe that our community is strengthened by diversity and that all individuals should have equal opportunities to participate in, contribute to and benefit from our activities, services and facilities.

We are committed to eliminating discrimination, advancing equality of opportunity and fostering good relations between people from different backgrounds.

This policy applies to all trustees, committee members, staff, volunteers, service users, contractors, hirers and partner organisations working with or on behalf of THE 'FORD Community Centre.

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### 2. Our Commitment

THE 'FORD Community Centre will not tolerate discrimination, harassment, victimisation or exclusion based on any protected characteristic under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity or nationality
- Religion or belief
- Sex

- Sexual orientation

We also recognise that individuals may face barriers due to factors such as socio-economic disadvantage, caring responsibilities, health conditions or other personal circumstances.

We are committed to ensuring that everyone has equal access to opportunities and services.

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### 3. Objectives

We will:

- Treat all people fairly and with respect.
- Promote equality of opportunity in all aspects of our work.
- Encourage participation from people of all backgrounds.
- Create an environment that is welcoming, inclusive and free from discrimination.
- Challenge discriminatory behaviour whenever it occurs.
- Remove barriers that may prevent people from accessing our services.
- Ensure our facilities and activities are accessible wherever reasonably possible.
- Celebrate and value the diversity of our local community.

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### 4. Responsibilities

Trustees and Committee Members

Trustees and Committee Members have overall responsibility for ensuring that:

- This policy is implemented and reviewed regularly.
- Equality, diversity and inclusion are considered in organisational decision-making.
- Complaints relating to discrimination are dealt with appropriately.
- Resources are allocated to support inclusion and accessibility.

#### Staff and Volunteers

All staff and volunteers are responsible for:

- Treating others fairly and respectfully.



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- Promoting an inclusive environment.
- Challenging discrimination when appropriate.
- Reporting concerns about discriminatory behaviour.
- Supporting individuals who may face barriers to participation.

### **Service Users**

All users of THE 'FORD Community Centre are expected to:

- Respect others.
- Behave in a way that promotes inclusion.
- Refrain from discriminatory, abusive or offensive behaviour.

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## **5. Inclusive Service Delivery**

THE 'FORD Community Centre aims to ensure that our services are accessible and welcoming to all members of the community.

We will:

- Promote activities in ways that reach diverse audiences.
- Seek feedback from service users about accessibility and inclusion.
- Consider the needs of different groups when planning activities.
- Make reasonable adjustments for disabled people where possible.
- Work with partners to identify and address barriers to participation.

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## **6. Physical Accessibility**

We recognise the importance of accessible facilities.

Our premises will be reviewed regularly to identify opportunities for improvement and to ensure that people with disabilities can access and use our services wherever reasonably practicable.

When planning improvements to facilities, accessibility considerations will form part of decision-making.



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## **7. Recruitment and Volunteering**

THE 'FORD Community Centre is committed to fair and inclusive recruitment practices.

We will:

- Advertise opportunities fairly and openly.
- Encourage applications from people from diverse backgrounds.
- Assess candidates on their skills, experience, potential and suitability for the role.
- Recognise the value of lived experience alongside formal qualifications.
- Ensure recruitment decisions are based on merit.
- Provide equal opportunities for volunteering and involvement in community activities.

No individual will receive less favourable treatment on the grounds of any protected characteristic.

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## **8. Harassment, Bullying and Discrimination**

THE 'FORD Community Centre has a zero-tolerance approach to:

- Discrimination
- Harassment
- Bullying
- Victimisation
- Hate incidents or hate crime

Any complaints or concerns will be taken seriously and investigated appropriately.

Where necessary, appropriate action may be taken, including the withdrawal of access to services, facilities or volunteering opportunities.

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## **9. Monitoring and Review**

We are committed to continuous improvement in equality, diversity and inclusion.



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We will:

- Monitor participation where appropriate.
- Seek feedback from service users and stakeholders.
- Review policies and practices regularly.
- Consider equality impacts when developing new projects and services.

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## 10. Policy Review

This policy will be reviewed every three years or sooner if required by:

- Changes in legislation.
- Changes in organisational activities.
- Significant incidents or complaints.
- Recommendations from funders, regulators or partner organisations.

Approved by the Board of Trustees