



Equality, Diversity and Inclusion (EDI) Policy

1. Purpose

- 1.1 The Blackdown Support Group is committed to promoting equality, diversity and inclusion in everything we do.
- 1.2 We aim to ensure that all employees, trustees, volunteers and service users are treated fairly, with dignity and respect, and have equal access to opportunities within our organisation.
- 1.3 We do not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or sexual orientation, as set out in the Equality Act 2010.

2. Scope

- 2.1 This policy applies to our employees, trustees, volunteers and service users and covers all aspects of our work.

3. Our Commitment

We are committed to:

- 3.1 Promoting equal opportunities and equitable treatment in all areas of our work
- 3.2 Treating everyone fairly and with dignity and respect
- 3.3 Valuing and celebrating diversity within our community
- 3.4 Making reasonable adjustments to ensure accessibility
- 3.5 Creating an inclusive environment where everyone feels welcome and able to contribute whilst allowing for different views and viewpoints
- 3.6 Taking action to prevent discrimination, bullying, harassment or victimization

4. Responsibilities

- 4.1 Trustees are responsible for ensuring that this policy is implemented and reviewed regularly.
- 4.2 Employees, volunteers and service users are expected to uphold the principles of this policy and act respectfully towards others.
- 4.3 The Chair of trustees (or other designated EDI Lead) will oversee the implementation of this policy and act as a first point of contact for any concerns.
- 4.4 All members of the organisation share responsibility for ensuring that equality, diversity, and inclusion are actively promoted.

5. Implementation

We will put this policy into practice by:

- 5.1 Opposing and avoiding all forms of unlawful discrimination in our employment terms and practices
- 5.2 Using fair and open processes for recruitment and involvement
- 5.3 Ensuring our activities, meetings and communications are as inclusive and accessible as possible
- 5.4 Providing basic equality and diversity awareness information for employees, trustees and volunteers
- 5.5 Reviewing policies and practices regularly to remove potential barriers to inclusion
- 5.6 Listening to feedback and taking appropriate action where concerns are raised

6. Reporting and Complaints

- 6.1 Anyone who feels they have been treated unfairly or discriminated against can raise their concern with the Chair of trustees or another trustee if appropriate.
- 6.2 All complaints will be handled fairly, promptly, and confidentially.
- 6.3 No one will be treated unfavourably for raising a legitimate concern.

7. Monitoring and Review

- 7.1 This policy will be reviewed every two years, or sooner if there are significant changes in legislation or the charity's structure.
- 7.2 The review will be led by the trustees to ensure that the charity continues to meet its legal duties and reflects best practice in equality, diversity, and inclusion.

Review Date: November 2025

Approved by Trustees on: 18th November 2025

Signed by Chair:

A handwritten signature in black ink, appearing to be 'C. C. C.', written in a cursive style.

Next Review Date: November 2027