

Diversity, Equality and Inclusion Policy

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Context

Diversity is the psychological, physical and social differences that occur among people. That includes everything from race and ethnicity, to religion, age, gender or sexual orientation. It also includes things like socioeconomic status, education, whether you're married, single or divorced, what language you speak, mental or physical ability or disability, and even your style of learning.

Equity/equality means fairness in treatment, access and opportunity. To have real equity, you have to ensure that barriers that previously prevented the full participation of all groups have been eliminated.

Inclusion means creating an atmosphere where all individuals and groups are welcomed, respected, supported and valued. It is not simply about saying that we are inclusive, people need to actually feel that way. They also need to know that their ideas and contributions are valued and respected too.

Diversity, equity and inclusion make up what we think of as **DEI**.

Principles

HOPE UK embraces the need to treat people with dignity and respect, valuing them as individuals, and providing equality of opportunity without discrimination on grounds of identity, whether they be employees, donors, volunteers, supporters, suppliers, visitors, trustees or member of the public.

We respect all aspects of diversity including but not limited to race, colour, gender, gender re-assignment, sex and sexual orientation, age, social class, religion or belief, pregnancy, maternity and paternity, and disability. We will behave lawfully, abiding by relevant law of the United Kingdom, including the Equality Act 2010 and the Protection for Harassment Act 1997.

Practice

We work to:

- advance diversity, equity and inclusion by cultivating a mindset of openness, and fairness.
- embrace the unique strengths, talents and contributions of others and allowing people to feel free to be their authentic selves at work
- provide access according to need, valuing the different individual contributions that people can make towards furthering our cause
- promote diversity and equality of opportunity in our recruitment and employment practices, including unpaid roles, making decisions on merit, and ensuring all are given the opportunity for advancement and career growth

- ensure that our cultural language does not entice bias or subconscious attitudes or stereotypes about people, groups or things. Language used by HOPE UK to express our values and evaluate leadership qualities does not allow for bias
- bring meaningful change by promoting a greater sense of belonging in the workplace by overcoming implicit or unconscious biases, working on engaging and forming better connections with people, and avoiding actions that are prejudiced or discriminatory. We oppose and avoid any unconscious bias and all forms of unlawful discrimination in employment and selection for employment
- ensure each employee feels included, respected, safe, understood, supported, valued and able to speak up and give of their best
- ensure our board of trustees works on an open and collegiate basis where all individual contributions and opinions are welcomed and valued
- ensure that no form of offensive or intimidatory behaviour, victimisation, bullying or harassment are tolerated

Any reported or observed breach of this policy will be investigated in the first instance by senior management, and if not resolved, will be addressed by one or more trustees and advised to the board of trustees.

Policy Review

This policy is fully supported by senior management, it is owned and overseen by our board of trustees and is reviewed annually.