**Equality, Diversity, and Inclusion Policy**
*[Organisation name]*

1. **Introduction**

Our organisation is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of our work. We strive to create an environment where everyone feels valued, respected, and empowered to contribute.

2. **Purpose**

* To ensure fair treatment and equal opportunities for all volunteers, staff, and service users.
* To prevent discrimination and promote inclusivity.
* To comply with the Equality Act 2010 and other relevant UK legislation.

3. **Scope**

This policy applies to all volunteers, employees, trustees, and stakeholders involved in our organisation.

4. **Commitment to Equality, Diversity, and Inclusion**

We are committed to:

* **Equal Opportunities** – Ensuring all individuals have access to volunteering opportunities regardless of background.
* **Diversity** – Embracing and celebrating differences in culture, identity, and experience.
* **Inclusion** – Creating a welcoming and supportive environment for everyone.

5. **Protected Characteristics**

We do not tolerate discrimination based on:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

6. **Roles & Responsibilities**

* **Leadership & Governance** – Trustees and senior management ensure EDI principles are upheld.
* **Staff & Volunteers** – Everyone must adhere to EDI practices and report concerns.
* **EDI Lead** – A designated individual responsible for overseeing EDI initiatives.

7. **Inclusive Volunteering Practices**

* We provide accessible volunteering opportunities for all.
* Reasonable adjustments are made to support volunteers with disabilities.
* Training is provided to ensure awareness of EDI principles.

8. **Reporting & Addressing Discrimination**

* Any concerns or incidents of discrimination must be reported immediately.
* Complaints will be handled fairly and confidentially.
* Appropriate action will be taken to address breaches of this policy.

9. **Policy Review & Updates**

This policy will be reviewed annually to ensure it remains effective and compliant with UK legislation.