

Multitude of Voyces

Equality, Equity, Diversity and Inclusion Statement and Policy

This policy should be read in tandem with the charity's

Safeguarding and Health and Safety Policies

Statement:

The Director/s recognise that the charity's work is focussed on supporting several communities which experience prejudice and discrimination. These include several groups defined by the Nine Protected Characteristics determined as Age, Sex (Gender), Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race – this includes colour, nationality and ethnical or national origins- Religion or belief, Sexual orientation (Equality Act 2010).

The Director/s also uphold the tenets of Inclusive Church ('a church which celebrates and affirms each person and does not discriminate').

The Director/s recognise that they have a responsibility to include and support equality, equity, diversity and inclusion in all areas of the Multitude of Voyces community so that the charity is representative of all sectors of society and our beneficiary groups. Where barriers to equity and diversity are identified within the organisation, appropriate efforts will be made to overcome them.

When Multitude of Voyces selects Director/s, Associates, Contractors, Project Partners and/or Volunteers, it will be based on their aptitude and ability: care will be taken to ensure that those with protected characteristics are represented and included if they are found to be underrepresented within the organisation's management or beneficiaries.

The Director/s will consult experts-by-experience and appropriately qualified Inclusion professionals, to facilitate good practice within the organisation and up-to-date management and terminology.

The Director/s recognise that specific training, development, and progression opportunities may be necessary to make opportunities available to all members of the community¹ and they undertake to work towards making any necessary adjustments² which will help the CIC to include those who might otherwise be at a substantial disadvantage compared to others. (See Health and Safety Policy)

¹Where certain educational or vocational qualifications are considered by the Director/s to be essential to the carrying out of subcontracted work the Director/s may request or require proof of such qualifications. (See Safe Recruitment Policy)

²Where work or meetings are undertaken in Director/s' or Contractors' own homes it is recognised that it is not always possible to provide adjustments to physical features. In such circumstances, alternative accommodation will be sought, or remote working made possible for the carrying out of the work.

Policy:

All personnel are expected to uphold and reflect the Director/s' **Statement** (above) in the carrying out of their work on behalf of the charity.

If an individual or Project Partner was unable, through religious belief or practice, or for other valid reasons, to uphold all of the Nine Protected Characteristics in the work they carry out for the charity, they will discuss any implications with the Director/s, and they will decide together whether it was suitable for all parties, for them to carry out work on behalf of the charity.