

Equality, Diversity, and Safeguarding Policy

Equality, Diversity and Inclusion

At Action 21, we are committed to promoting and upholding the principles of equality, diversity, and inclusion in our workplace. We believe that everyone should be treated with dignity and respect, and that diversity is a key strength of our organisation. We are committed to creating an inclusive workplace that is free from discrimination, harassment, and victimisation, and that values and celebrates the differences that make each of us unique.

All individuals will be treated fairly and equally, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Responsibilities

All employees are responsible for ensuring that they adhere to this policy, and for promoting a culture of respect and inclusion. Leaders are responsible for ensuring that this policy is implemented effectively in their teams, and for taking appropriate action where breaches occur. Senior management is responsible for promoting and championing equality, diversity, and inclusion across the organisation.

Equal Opportunities

We are committed to providing equal opportunities for all employees and applicants. We will not discriminate on the basis of any of the protected characteristics listed above. All recruitment, training, promotion, and other employment decisions will be based on merit, and will not be influenced by any irrelevant factors.

Harassment and Victimisation

We will not tolerate harassment, bullying, or victimisation of any kind. This includes any behaviour that is intimidating, offensive, or creates a hostile environment. We will take any complaints of harassment or victimisation seriously and will take appropriate action to address the situation.

Training and Development

We are committed to providing training and development opportunities for all employees. We believe that investing in our employees' skills and knowledge is key to creating a positive and inclusive workplace culture.

Safeguarding

Action 21 recognises it has a duty of care to safeguard all volunteers from harm and strives to ensure the safety and protection of all children, young people, and otherwise vulnerable volunteers involved in any of the charity's activities.

The aim of this policy is to promote good practice by providing all volunteers with appropriate safety and protection and by allowing all staff and volunteers to make informed and confident responses to specific safeguarding issues.

A DBS check is carried out when appointing staff and they are made aware of the potential dangers that may affect vulnerable volunteers. Volunteers are encouraged to report any incidents of concern to a member of staff.

Action 21 will respond immediately to any aspect of concern relating safeguarding and will ensure that:

- the welfare of the volunteer is paramount;
- all volunteers are protected from abuse whatever their age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race/ethnic origin, religion/belief, sex/sexual orientation;
- any suspicions or allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.

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