



## BATH WELCOMES REFUGEES

# EQUALITY, DIVERSITY AND INCLUSION POLICY

### Introduction

Bath Welcomes Refugees (BWR) is positively committed to equality, equity, diversity and inclusion within the organisation and to acting in accordance with the Equalities Act 2010.

The policy therefore sets out our commitment to ensuring that anyone who comes into contact with BWR is treated with warmth, dignity, and respect irrespective of who they are and what protected characteristics they may have. It applies to anyone working with or on behalf of BWR and includes the refugees and asylum seekers that we support, our volunteers, and the wider membership.

### General principles

- BWR seeks to ensure that everyone feels welcome and aims to enable access for all
- BWR opposes all direct and indirect discrimination within the organisation
- BWR aims to create a culture that respects and values each other's differences and recognises diversity is a great asset to the organisation, its work, and the people it serves
- BWR will provide equal opportunities for people and treat everyone in a fair and unbiased way
- The Equality, Diversity and Inclusion Policy helps to ensure that there is no discrimination in any area of the organisation on the basis of:
  - Age
  - Disability (physical or mental impairment)
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy, maternity, and breastfeeding
  - Race (including ethnic or national origins, colour, and nationality)
  - Religion or belief
  - Sex and sexual orientation
  - Social class

### Purpose

The purpose of this policy is to ensure that all individuals who come into contact with BWR are treated fairly and equally and find a space free from all forms of harassment, bullying and discrimination.

- BWR will actively seek to reflect an accurate cross-section of the community, including hard to reach groups and those who are under-represented.
- Diversity will be valued. Differences and individual skills will be promoted and developed including in the recruitment of staff and volunteers.



- The differing needs of people will be taken into account when booking venues and making other arrangements for events and meetings (e.g. fundraising, social, training).
- Discriminatory or offensive behaviour or remarks during meetings and sessions will not be tolerated.
- Direct or indirect discrimination (by association or perception), bullying, harassment, victimisation, or exclusion is unacceptable, and any behaviour of this kind will not be tolerated.
- BWR will ensure that all volunteers, and anyone working with or on behalf of BWR, are made aware of the objectives within the policy and encouraged to support and uphold them.
- Any breach of BWR's Equality, Diversity and Inclusion Policy will be promptly dealt with.

Trustees and staff will be engaged in the development and implementation of this policy to ensure that equality, diversity and inclusion (EDI) are promoted through BWR's work internally and externally.

### **Key success criteria**

This policy will be deemed successful if:

There is a positive culture throughout BWR, where diversity, inclusion, compassion, and respect are core values and at the centre of all our activities, and all forms of conscious and unconscious discrimination are eliminated in its practices and behaviours, and everyone feels valued and is given space to work to their full potential.

We therefore:

- actively encourage positive action to overcome disadvantage and discrimination
- seek to ensure the highest possible standards are achieved in the delivery of its services to our beneficiaries and in our employment practices
- promote EDI through our work, both internally and externally

### **The policy**

#### **What everyone must do**

BWR expects every employee, volunteer, and trustee to assist in meeting our commitments to provide equality of opportunity and a culture free from discrimination.

Everyone should treat others equally and with dignity and respect.

Everyone should be aware of our standards of behaviour, actively implement our values, and seek to be an exemplar of equality and fairness in everything we do.

Any breaches of this policy (including but not limited to acts of discrimination, harassment, bullying or victimisation) will be regarded as misconduct and subject to our Disciplinary Procedure.

BWR will provide induction training to all staff, volunteers, and trustees which includes this policy and our commitment to being an inclusive, non-discriminatory organisation.

#### **Diversity monitoring**

BWR commits to keep up-to-date records of diversity within the organisation relating to protected characteristics with the permission of staff and volunteers, and to holding the information confidentially in accordance with GDPR.



The information provided will help inform how many employees, volunteers and trustees have a particular protected characteristic, so that we can take steps to ensure that they are not discriminated against and understand if there are any barriers to recruitment or progression.

BWR's trustees will use their best endeavours to ensure we are meeting our obligation to promote equal opportunity and inclusion in our procedures and services.

### **Policies and procedures**

BWR reviews all its policies and procedures on a rolling basis, with special attention being given to issues affecting EDI.

### **Recruitment**

BWR will not discriminate in the selection of staff for recruitment or promotion. See Recruitment and Selection Policy.

### **Definitions**

**Equality** in the workplace means equal job opportunities and fairness for employees and job applicants. This means equal opportunities to access training or development, involvement in consultations, opportunities to act in absence and so on. Equity refers to providing various levels of support and assistance, depending on specific needs or abilities, in order to achieve real equality.

**Diversity** is the range of people involved in BWR. For example, this might mean people of different ages, religions and ethnicities, people with disabilities and people of specific gender or with no gender identity. It also means valuing those differences such as people's background, education, where they are from, what languages they speak, their accent and their personal experiences.

**Inclusion** means everyone feels valued so that everyone feels safe to come up with different ideas, raise issues and express their views. BWR takes into account personal circumstances, beliefs, and values along with any conditions that need to be accounted for to make everyone feel included and welcome.

This means that BWR doesn't want to do anything that may negatively impact people of a particular ethnicity, those with disabilities, individuals of a certain gender or sexuality, those from a specific socio-economic or educational background, those for whom English is their second language and so on. We aim to employ and recruit people from a range of backgrounds and experiences so that we are as diverse and representative of the people we serve as we can possibly be.

### **Protected characteristics**

The term 'protected characteristics' used in this Policy refers to those outlined in the Equality Act 2010, namely: race, sex, marital or civil partnership status, maternity and pregnancy, age, disability, sexual orientation, gender reassignment and religion or belief. Although not incumbent within the Equality Act 2010, BWR considers socio-economic status and health conditions not currently captured by the act to hold the same considerations within this Policy.

Current equality legislation and associated codes of practice have been taken into account within this policy.

Approved by the Management Committee and Trustees of BWR, revised April 2024