Equality, Diversity and Inclusion Policy

Introduction

Morass Community Interest Company:

ACCEPTS that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view. These characteristics are protected within law.

WELCOMES the statutory requirements laid down in:

- the Rehabilitation of Offenders Act 1974;
- Health and Care Act 2022
- the Asylum & Immigration Act 1996;
- the Human Rights Act Nov 1998;
- UN Convention on the Rights of the Child (UNCRC) 1989
- The Children Act 2004
- The Children's Wellbeing and Schools Act 2026
- The Childcare Act 2016
- Safeguarding Vulnerable Groups Act 2006
- The Equality Act 2010
- Children and Families Act 2014 (Part 3)
- Special Educational Needs and Disability Code of Practice 0-25 Years 2015

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

IS COMMITTED to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- its employees, volunteers and management committees reflects, as far as possible, the diversity of the population of its local community;
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

Policy

This policy applies to all Directors, staff, volunteers, management committee members, users and the general public.

Commitment

Equality and diversity are central to the work of Morass CIC

Morass CIC will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Morass CIC's goal is to work towards a just society free from discrimination, harassment and prejudice. The organisation aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

Morass CIC aims to:

- Provide services that are accessible according to need;
- Promote equality of opportunity and diversity in volunteering, employment and development;
- Create effective partnerships with all parts of our community.

Objectives

Morass CIC objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- Ensuring staff, volunteers and directors are representative of the community served and the employment policies are fair and robust;
- Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;

- Recognising and valuing the differences and individual contribution that all people make to the organisation;
- Challenging discrimination;
- Providing fair resource allocation;
- Being accountable.

Why have this policy?

Morass CIC recognises, respects and values diversity in its Directors, employees, volunteers and service users.

Morass CIC has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for the organisation.

To ensure the organisation creates a workplace and environment where everyone feels valued, respected and has equal opportunities to participate and contribute regardless of their background or characteristics.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in Morass CIC or using the services and sets out the way they can expect to be treated in turn by the organisation. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Directors and the organisations employees/ volunteers.

Method of Implementation

Morass CIC intends to implement this policy by:

- Ensuring that it is a condition of paid employment in Morass CIC;
- Ensuring that Directors, volunteers, employees and users are made aware, understand, agree with, and are willing to implement this policy. All staff and volunteers will be given a copy of/ have access to this policy as part of their induction;
- Actively encouraging Directors, staff and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- Monitoring the services, publicity and events provided by Morass CIC, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

Morass CIC has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The directors will review the policy annually.

Policy Adopted by Directors on: _01.01.24_____
Policy Last Reviewed on: ___06.03.26_____
Policy Due for Review on: __01.03.2027_____

Policy Review frequency: Yearly