



Equality, Equity, Diversity and Inclusion Policy

Refugees Welcome in Richmond (RWinR) is committed to encouraging equality, equity, diversity and inclusion among our volunteer group, and eliminating unlawful discrimination.

The aim is for our team to be truly representative of all sections of society and for each volunteer to feel respected and able to give their best.

RWinR is also committed against unlawful discrimination of our beneficiaries, supporters and/or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, equity, fairness and respect for all in our, volunteers;
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age;
 - disability;
 - gender reassignment;
 - marriage and civil partnership;
 - pregnancy and maternity;
 - race (including colour, nationality, and ethnic or national origin);
 - religion or belief;

- sex;
- sexual orientation.

RWinR does not currently employ any full or part-time staff. However, we do work with volunteers and occasionally pay freelancers for specific work. With this mind we oppose and avoid all forms of unlawful discrimination.

RWinR commits to:

1. Encourage equality, equity, diversity and inclusion in the environments where we work.
2. Create a volunteering environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, supporters, suppliers, visitors, the public and any others in the course of RWinR's activities. Such acts will be dealt with under the organisation's complaints and grievance procedures, and appropriate action will be taken. Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 — which is not limited to circumstances where harassment relates to a protected characteristic — is a criminal offence.
4. Within the capacity of our small charity, we will create opportunities for training and development to all volunteers so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Make decisions concerning volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review employment and volunteer engagement practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
7. Monitor the make-up of our members and volunteer team regarding information such as age, sex, ethnic background, sexual orientation, religion

or belief, and disability in encouraging equality, equity, diversity and inclusion, and in meeting the aims and commitments set out in the equality, equity, diversity and inclusion policy. Monitoring will also include assessing how the equality, equity, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Adapted from ACAS website advice:

<https://www.acas.org.uk/equality-policy-template>