

SUTTON OLD PEOPLES' WELFARE COMMITTEE

Equality, Diversity, and Inclusion Policy

1. Purpose of the Policy

Sutton Old Peoples Welfare Committee is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of our organisation. We value the unique contributions of every individual and believe that diversity strengthens our workforce and enhances our ability to meet the needs of our service users, employees, volunteers and stakeholders. We aim to create an inclusive environment where everyone feels respected, valued, and empowered to reach their full potential.

2. Scope

This policy applies to all employees, workers, job applicants, contractors, consultants, volunteers, interns, trustees and visitors associated with SOPWC. It encompasses all aspects of employment, including recruitment, promotion, training, pay, working conditions, and disciplinary procedures.

3. Legal Framework

SOPWC complies with all relevant UK legislation, including but not limited to:

- The Equality Act 2010
- Employment Rights Act 1996
- Human Rights Act 1998
- Rehabilitation of Offenders Act 1974

These laws provide protection against discrimination on the basis of protected characteristics, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

4. Our Commitments

We are committed to:

- **Equal Opportunities:** Ensuring that no individual is treated less favourably because of a protected characteristic or any other irrelevant factor.
- **Fair Recruitment Practices:** Adopting fair and transparent recruitment processes that are based on merit and ability.
- **Workplace Inclusion:** Creating a workplace culture that celebrates diversity, fosters inclusion, and ensures that everyone feels welcome and valued.
- **Reasonable Adjustments:** Providing reasonable adjustments to support employees/volunteers with disabilities or other needs, enabling them to perform their roles effectively.
- **Training and Development:** Providing EDI training to all employees/volunteers and ensuring equal access to learning and development opportunities.
- **Zero Tolerance for Discrimination and Harassment:** Taking a firm stance against all forms of discrimination, bullying, harassment, and victimisation.
- **Monitoring and Reporting:** Regularly monitoring and reviewing our policies and practices to ensure they promote EDI and comply with legal requirements.

5. Roles and Responsibilities

- Trustees Leadership Team: Responsible for demonstrating commitment to EDI, ensuring policies are implemented effectively, and leading by example.
- Managers: Responsible for promoting EDI within their teams, addressing issues promptly, and ensuring fair treatment for all employees/volunteers. Also Responsible for providing guidance on EDI matters, delivering training, and ensuring compliance with this policy.
- Employees/volunteers: Responsible for treating colleagues, volunteers and stakeholders with respect, embracing diversity, and upholding the principles of this policy.

6. Reporting and Resolution

SOPWC encourages employees/volunteers to report any concerns related to discrimination, harassment, or unfair treatment. Complaints will be handled sensitively and in line with our grievance procedures.

Employees and volunteers can report issues to their line manager or a trustee where applicable

7. Policy Review

This policy will be reviewed annually or as required to ensure it remains effective, relevant, and compliant with legislation.

8. Monitoring and Review

This policy will be reviewed annually or sooner if there are changes to relevant legislation, guidance or organisational needs. Any updates will be communicated to all staff and volunteers.

Approved by: *R. Barai*
[R.Barai \(Mar 2, 2025 22:28 GMT\)](#)
 [Name] Chair, SOPWC

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Review Date: Mar 2, 2026