



Policy Name	Equality and Diversity
Approved by	FEAST Board inc. Trustees
Approval date	V.2 12th Oct '24
Next Review data	2026
Cross Reference	Volunteer Safer Recruitment Policy

1. Purpose

FEAST is committed to promoting equality, diversity, and inclusion in all areas of its work. We aim to create a culture that respects and values each individual's unique contributions, ensuring that everyone feels welcomed, supported, and treated fairly. This policy outlines our commitment to preventing discrimination and promoting equal opportunities for all members, volunteers, trustees, service users, and stakeholders.

2. Scope

This policy applies to all aspects of FEAST's operations, including recruitment, volunteering, service delivery, partnerships, and dealings with the public. It covers all members, volunteers, trustees, contractors, and anyone working with or on behalf of FEAST.

3. Legal Framework

This policy is in accordance with the Equality Act 2010, which protects individuals from discrimination on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

4. Commitments

FEAST is committed to:

- **Promoting Equality:** We will ensure that all individuals have equal access to employment, volunteering, and services within the charity. We will work to eliminate discrimination, harassment, and victimisation in all forms.
- **Valuing Diversity:** We recognise and value the diversity of the communities we serve and those who work within our charity. We will actively encourage participation and inclusion from underrepresented groups.
- **Creating an Inclusive Environment:** We will foster an environment where everyone feels respected, supported, and able to contribute fully, regardless of their background or personal circumstances.
- **Providing Equal Opportunities:** We will ensure that all decisions related to recruitment, promotion, training, and other opportunities are based on merit and are free from bias.

5. Responsibilities

- **Management:** The management team and trustees are responsible for ensuring that this policy is effectively implemented and monitored. They must promote an inclusive culture and address any breaches of this policy.
- **Employees and Volunteers:** Every individual within the charity is responsible for upholding the principles of equality, diversity, and inclusion. They should treat others with dignity and respect and report any instances of discrimination or unfair treatment.

6. Implementation

To ensure the effective implementation of this policy, FEAST will:

- **Training:** Provide regular training and development opportunities for employees, volunteers, and trustees to understand and apply the principles of equality, diversity, and inclusion in their work.
- **Recruitment and Selection:** Implement fair and transparent recruitment and selection processes that focus on the skills, experience, and potential of candidates, ensuring that no one is disadvantaged by their protected characteristics.
- **Service Delivery:** Ensure that our services are accessible to all members of the community, taking into account the diverse needs of our service users. We will make reasonable adjustments where necessary to accommodate different needs.
- **Partnerships and Procurement:** Work with partners and suppliers who share our commitment to equality, diversity, and inclusion. We will ensure that our procurement processes are fair and inclusive.

7. Monitoring and Review

FEAST will regularly monitor the effectiveness of this policy and review our practices to ensure that we are meeting our equality and diversity objectives. This will include:

- Collecting and analysing data on the diversity of our service users.
- Reviewing our policies, procedures, and practices to identify and address any barriers to equality and inclusion.

This policy will be reviewed annually or as necessary to ensure it remains current and effective.

8. Dealing with Discrimination

Any instances of discrimination, harassment, or victimisation will be taken seriously and dealt with promptly in accordance with our Complaints and Grievances Policy. Disciplinary action may be taken against those who breach this policy.

9. Protection from Retaliation

FEAST will not tolerate any form of retaliation against individuals who raise concerns about equality and diversity issues in good faith. Any acts of retaliation will be treated as a serious matter.