

Diversity, Equity and Inclusion Policy

Introduction

Our focus on young people who face the most challenges or biggest barriers speaks to our wider commitment to diversity, equity and inclusion. DEI is at the heart of our mission and our core values include being 'inclusive and equitable' in all our work.

In all we do we seek to proactively engage, understand, and draw on a range of young perspectives that represent the rich and varied identities and differences that exist in the UK today.

In upholding equity we believe in equality of opportunity and access to information and resources for all. We believe, this is only possible in an environment built on respect and dignity for young people and their contributions.

In affirming the value of inclusion we are building a culture that actively invites the contribution and participation of varied young people. We believe every person's voice adds value, and we strive to create balance in the face of power differences

We strive for high standards both as an employer and as a funder, in all areas of our work and responsibilities.

Commitments

The Blaggrave Trust is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce, including young people employed as Advisors to our programmes, and our trustees to be truly representative of all sections of society and our stakeholders, and for each employee to feel respected and able to give their best.

Our organisation-wide commitments are to:

- Encourage equality, diversity, and inclusion in the workplace as they are good practice and make business sense

- Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Where necessary train managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.
- All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, clients, suppliers, funders and the public
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, partners, funders, and any others in the course of the organisation's work activities.
- Such acts will be dealt with as misconduct under the Trust grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Further, sexual harassment may amount to both an employment rights matter and 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.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to

develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
- Monitoring will also include assessing how the equality, 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.

Our specific current commitments are:

- To build on work started auditing the diversity of our job applicants and recruitment, including YAs, internally
- To review the diversity of the work we fund, particularly diversity of young people served by our charity partners and the extent to which leadership within those organisations is diverse and representative of the communities they serve

The equality, diversity and inclusion policy has been agreed with the trustees. Details of the organisation's grievance, disciplinary policies and procedures can also be found in this Staff Handbook.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.