

Equality, Diversity, and Inclusion (EDI) Policy

Organisation Name: Faversham Umbrella

Registered Charity Number: 1180736

Address: Umbrella Building, Court Street, Faversham, Kent, ME13 7AT

Effective Date: October 2025

Next Review Date: October 2026

Approved By: Louise Gransden – Chair of Trustees

Signature:  **Date:** 18-10-25

1. Purpose

This policy outlines our commitment to promoting equality, fostering inclusion, and embracing diversity in all areas of our charity. We aim to create an environment where everyone feels respected, valued, and empowered to achieve their full potential.

The terms equality, inclusion and diversity are at the heart of this policy.

‘Equality’ means ensuring everyone has the same opportunities to fulfil their potential free from discrimination.

‘Diversity’ means the celebration of individual differences amongst everyone. We will actively support diversity and inclusion and ensure that everyone is valued and treated

‘Inclusion’ means ensuring everyone feels comfortable to be themselves at Faversham Umbrella and feels the worth of their contribution.

2. Scope

This policy applies to all employees, contractors, applicants, volunteers, clients, and other stakeholders engaged with Faversham Umbrella.

3. Policy Statement

Faversham Umbrella is committed to:

- Providing equal opportunities in recruitment, employment, development, and advancement.

- Ensuring that no one is discriminated against based on age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, ethnic origin, nationality, religion or belief, sex, or sexual orientation.
 - Promoting a culture of inclusion where differences are recognized, respected, and celebrated.
 - Addressing and preventing all forms of discrimination, harassment, bullying, and victimization.
 - Continuously reviewing practices and procedures to ensure fairness and transparency.
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4. Responsibilities

- **Leadership:** Senior management will lead by example, ensuring EDI principles are embedded in our culture and decision-making.
 - **Managers:** Are responsible for implementing this policy in their teams and supporting inclusive practices.
 - **Employees:** Everyone has a role in creating an inclusive workplace and is expected to treat others with respect and dignity.
 - **Volunteers:** Everyone has a role in creating an inclusive workplace and is expected to treat others with respect and dignity.
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5. Implementation

To fulfil our commitments, we will:

- Provide EDI training and awareness programs.
 - Set measurable EDI objectives and report on progress.
 - Ensure recruitment and promotion processes are inclusive and fair.
 - Encourage diverse perspectives in planning, projects, and decision-making.
 - Regularly assess our policies, practices, and workplace culture.
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6. Reporting and Concerns

Any concerns or breaches of this policy should be reported to Faversham Umbrella

Centre Manager or Chair of Trustees. All reports will be treated seriously and handled confidentially, with no victimization of individuals who raise concerns.

7. Review

This policy will be reviewed annually or in response to legislative or organizational changes.