



Reach Charity Ltd

Equalities – Diversity - Inclusion

April 2025

Notice to volunteers and staff using a paper copy of this guidance, the Intranet holds the most recent version of this guidance. Volunteers and staff must ensure they are using the most recent guidance.

Owner: *Steve Haynes (Trustee)*

Policy Information Chart

Title	Equalities – Diversity – Inclusion
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Document purpose/summary	Reach is committed to encouraging equity, diversity and inclusion and eliminating unlawful discrimination. The aim is for Reach Charity to be truly representative of all sections of society and our members, volunteers and employees to feel respected and able to give their best. The Charity, in providing support for families with children with upper limb difference and individuals with upper limb difference, is also committed against unlawful discrimination of young persons or the public.
Owner	Steve Haynes
Policy Department	Reach Charity
Ratification date	
Review date and frequency	Every two years, or sooner if new laws come in to being
Consultation process	Draft Policy reviewed by Policy & Language Working Groups which include Trustees, Reach members with ULD, parents & carers, Within Reach Magazine Editor and Reach Trustees.
Ratified by	BOT
Target audience	All Reach Volunteers, Members, Staff and Trustees
Circulation	Electronic: Intranet Written: Upon request to Reach Business Support Please contact Reach Business Support if you require this document in an alternative format.
Equality analysis checklist completed	
References/ sources of information	The Equality Act 2010 The Human Rights Act 1998 The Children Act 1989 The Children Act 2004 The UN Convention on the Rights of the Child

Associated documentation/cross referenced policies	Reach Behaviour Code Vulnerable Adults Safeguarding Policy Children & Young People Safeguarding Policy Whistle Blowing Policy Complaints Policy
Supersedes document	EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT July 2021

Executive approval is subject to the understanding that the policy Owner has followed the organisation process for policy ratification.

Document Review History

Version no.	Type of Change: Major, minor, none or taken out of use	Date	Author of change	Description of change
2	Updated	March 2025	Steve Haynes	Revision/simplification/alignment with EDI principles

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Equity, Diversity, and Inclusion (EDI) Policy

1. Introduction

Reach Charity is committed to promoting equity, diversity, and inclusion (EDI) in all aspects of our work. We believe that embracing diversity strengthens our community, enables us to deliver our charitable mission more effectively, and ensures that everyone has equal opportunities to participate, contribute, and thrive.

This policy applies to all members, including children, young people, adults, staff, volunteers, trustees, and partners who engage with our charity.

2. Purpose and Objectives

The purpose of this policy is to:

- Ensure that all individuals feel valued, respected, and included.
 - Prevent discrimination, harassment, and exclusion based on protected characteristics.
 - Promote fair access to opportunities, resources, and decision-making.
 - Embed inclusive practices across our governance, operations, programs, and services.
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3. Our Commitment

We commit to:

- Creating an inclusive and welcoming environment for all members.

- Encouraging and celebrating diversity across age, race, gender, disability, sexuality, socio-economic background, and other protected characteristics.
 - Actively addressing and challenging discrimination, prejudice, and bias.
 - Ensuring equitable access to opportunities, including volunteering, leadership, and participation in activities.
 - Providing training and resources to staff and volunteers to enhance awareness and understanding of EDI.
 - Listening to and valuing feedback from under-represented groups to improve our policies and practices.
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4. Legal and Ethical Framework

Our EDI approach aligns with UK equality laws, including:

- The Equality Act 2010
 - The Human Rights Act 1998
 - The Children Act 1989 & 2004
 - The UN Convention on the Rights of the Child
- We go beyond compliance by fostering a culture of respect, dignity, and belonging.
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5. Roles and Responsibilities

- **Trustees and Staff:** Ensure EDI is embedded in governance, strategy, and decision-making. Oversee implementation, monitor progress, and address concerns.
 - **Staff and Volunteers:** Commit to upholding EDI principles in their work and interactions.
 - **Members and Participants:** Treat others with respect and contribute to an inclusive environment.
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6. Implementation and Actions

To uphold this policy, we will:

- Provide **training and awareness sessions** on EDI for volunteers and staff.
 - Ensure our **recruitment and selection** processes are inclusive and accessible.
 - Promote **diverse representation** in leadership, decision-making, and program planning.
 - Establish **reporting mechanisms** for discrimination, bullying, or harassment.
 - Regularly **review policies and procedures** to ensure alignment with best practices.
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7. Reporting and Addressing Concerns

We take all concerns related to discrimination or exclusion seriously. Any incidents can be reported through:

- A member of staff or safeguarding lead.
 - Anonymous feedback channels (if applicable).
 - Direct communication with trustees.
- We will handle reports with confidentiality, impartiality, and take appropriate action in line with our Behaviour Code where necessary.
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8. Monitoring and Review

This policy will be reviewed annually and updated as necessary to reflect changes in best practices, legal frameworks, and member needs. We will actively seek feedback to ensure continuous improvement.

9. Contact Information

For questions or concerns regarding this policy, please contact:

Sarah-Jane Lowson - Operations Lead

Email: sarah-janel@reach.org.uk

Telephone: 07932 747 652
