

Equality, Diversity and Inclusion Policy

The Colchester Catalyst Charity

Purpose

At The Colchester Catalyst Charity, we are committed to promoting diversity, equality, and inclusion in all areas of our work. We aim to ensure that our services, staff, volunteers, and beneficiaries are treated with dignity, respect, and fairness, regardless of background, identity, or beliefs. This policy reflects our commitment to creating an environment where everyone feels valued and can thrive.

Scope

This policy applies to all individuals who interact with The Colchester Catalyst Charity including employees, volunteers, beneficiaries, trustees, contractors, and external partners.

1. Equality of Opportunity

We are dedicated to ensuring that no individual or group is discriminated against based on the following characteristics:

- Age
- Disability
- Gender identity
- Marital or civil partnership status
- Pregnancy or maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sexual orientation
- Any other characteristic protected by UK equality law.

We will provide equal opportunities in recruitment, training, promotion, and all other aspects of employment and charity activity.

2. Creating an Inclusive Environment

We will actively promote an inclusive environment where diversity is valued and celebrated. This includes:

- Ensuring accessibility in our physical spaces and online platforms, making reasonable adjustments for those with disabilities.
- Offering training and development opportunities that support understanding and appreciation of diversity.
- Encouraging open dialogue on issues related to equality and diversity, and responding to concerns in a timely and supportive manner.

3. Fair Treatment and Zero Tolerance of Discrimination

We have a zero-tolerance policy towards discrimination, harassment, and bullying. We expect all individuals associated with The Catalyst Charity to treat others with respect and to act in ways that support a positive and inclusive atmosphere.

Any complaints related to discrimination or harassment will be taken seriously, investigated, and addressed in accordance with our grievance procedures. We will ensure that those who report concerns are protected from retaliation.

4. Recruitment and Employment Practices

We are committed to ensuring that our recruitment, selection, and employment practices reflect our commitment to equality and diversity. This includes:

- Advertising job vacancies widely and ensuring a fair and transparent selection process.
- Offering training to staff and volunteers to help them work effectively with diverse groups of people.
- Reviewing our policies and practices regularly to remove barriers to equality in recruitment and progression.

5. Working with Beneficiaries

We aim to ensure that the services and support we provide are accessible to all, regardless of background or identity. We will:

- Engage with diverse communities to ensure our services are relevant and inclusive.
- Offer assistance to people from different backgrounds to overcome any barriers they may face in accessing our services.
- Regularly review our programs to ensure they meet the needs of a diverse range of individuals.

6. Accountability

The Colchester Catalyst Charity is committed to ensuring that diversity and equality are integral parts of our operations. The Trustees and staff are responsible for ensuring this policy is implemented effectively. We will monitor the effectiveness of our diversity and equality efforts and will take necessary actions to address any gaps or challenges.

7. Review and Evaluation

This policy will be reviewed annually to ensure that it remains relevant and effective in promoting diversity, equality, and inclusion within the charity. Feedback from staff, volunteers, and beneficiaries will be sought to inform improvements and adjustments.

Contact Information

If you have any questions or concerns about this policy or feel that you have been treated unfairly or discriminated against, please contact The Chair of the Board who is the EDI lead.