

# Equality and Diversity Policy

<b>Policy Written</b>	11/04/2023
<b>Reviewed &amp; Agreed by Trustees</b>	April 2026
<b>Next Review</b>	April 2027

## **Introduction**

The Weave Foundation is committed to promoting equality, diversity, and inclusion in all aspects of our work. The Weave Foundation acknowledges and values the differences among people, and the Weave Foundation recognises that everyone has the right to be treated with dignity and respect. The Weave Foundation is committed to creating a working environment where all trustees, volunteers, and stakeholders are treated fairly and equally.

This policy applies to all trustees, volunteers and stakeholders of the charity.

## **Policy Statement**

The charity aims to create an environment in which all individuals are treated with respect and dignity, and where discrimination, harassment, or bullying on the grounds of age, disability, gender reassignment, marital status, race, religion or belief, sex, sexual orientation, or any other factor will not be tolerated.

In order to achieve this aim, the charity will:

### **Promote Equality**

The charity will promote equality by:

- Treating everyone with respect and dignity
- Ensuring that the Weave Foundation services and activities are accessible to everyone
- Encouraging diversity and inclusion in the Weave Foundation workforce and among our stakeholders
- Supporting employees and volunteers to develop their skills and abilities

### **Prevent Discrimination**

The charity will prevent discrimination by:

- Prohibiting discrimination in all aspects of our work
- Ensuring that no individual is treated less favourably than another on the basis of any protected characteristic
- Encouraging reporting of any incidents of discrimination, harassment or bullying
- Treating all complaints seriously and taking appropriate action

### **Addressing Harassment and Bullying**

The charity will address harassment and bullying by:

- Recognising that harassment and bullying are unacceptable and will not be tolerated
- Ensuring that no individual is subjected to any form of harassment, bullying or victimisation
- Providing training and awareness-raising for trustees and volunteers on the effects of harassment and bullying
- Providing support and assistance to any individual who has been affected by harassment and bullying

### **Positive Action and Affirmative Action**

The charity will consider positive action and affirmative action in certain circumstances to promote equality and diversity.

### **Monitoring and Review**

The charity will regularly monitor the effectiveness of this policy and identify areas for improvement.

### **Conclusion**

The Weave Foundation is committed to promoting equality, diversity, and inclusion in all aspects of our work. The Weave Foundation acknowledges and values the differences among people, and the Weave Foundation recognises that everyone has the right to be treated with dignity and respect. This policy sets out our commitment to creating a working environment where all individuals are treated fairly and equally.