



SociABLES Hub Charity

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'Busy Being You'

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Equality, Diversity & Inclusion (EDI) Policy

Reviewed & Adopted by board of Trustees

6th June 2025

Review June 2027 (sooner if changes in Organisation/Legislation)

1. Policy Statement

SociABLEs Hub Charity & C.R.E.W.S. is committed to promoting equality, valuing diversity and ensuring inclusion in all areas of our work. We strive to create a welcoming, respectful environment where every individual — regardless of background, identity or circumstance — feels valued, supported and able to be themselves.

Our commitment applies equally to service users, staff, volunteers, trustees, partners and visitors. We aim to go beyond legal compliance by celebrating the diversity of our community and challenging all forms of discrimination, harassment and inequality.

2. Purpose and Scope

This policy outlines SociABLEs Hub Charity's approach to promoting equality, diversity and inclusion in:

- the recruitment, management and development of staff and volunteers;
- the governance and leadership of the charity;
- the design and delivery of our services and activities; and
- all interactions with the public, partners and service users.

It applies to everyone involved with SociABLEs Hub Charity — trustees, staff, volunteers, contractors, and all individuals who access or engage with our services.

3. Legal and Policy Framework

This policy is based on the principles of the Equality Act 2010, which protects individuals against discrimination, harassment and victimisation in relation to the following nine protected characteristics:

Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation.

We also uphold the principles of the Human Rights Act 1998 and relevant guidance from the Charity Commission, the Care Quality Commission, and the Equality and Human Rights Commission.

4. Our Commitments

- Treat all individuals with fairness, dignity and respect.
- Promote equal access to services, employment and volunteering opportunities.
- Make reasonable adjustments to ensure inclusion for disabled or neurodivergent people.
- Create and maintain an environment free from discrimination, harassment or bullying.
- Challenge and address discriminatory language, behaviour or practices.
- Recruit, train and support a diverse team that reflects the community we serve.
- Ensure that policies and procedures are inclusive and reviewed regularly.
- Monitor equality data (where appropriate) to identify and remove barriers to participation.

- Provide EDI training for staff, trustees and volunteers to promote understanding and accountability.

5. Roles and Responsibilities

Trustees:

- Hold ultimate responsibility for ensuring the charity meets its legal and moral duties on equality, diversity and inclusion.
- Approve and review this policy and oversee its implementation.

Managers and SociABUBBLES Leaders:

- Promote inclusive leadership and model respectful, non-discriminatory behaviour.
- Ensure staff and volunteers understand and apply the EDI principles in daily practice.
- Address incidents of discrimination promptly and appropriately.

All Staff and Volunteers:

- Treat everyone with respect and kindness.
- Take part in training and follow this policy in all aspects of their work.
- Report any concerns, discriminatory behaviour or barriers to inclusion.

Service Users and Visitors:

- Are encouraged to participate in maintaining a respectful, inclusive environment.
- May raise any concerns about discrimination or unfair treatment through the Complaints Procedure.

6. Reporting and Handling Concerns

SociABLEs Hub Charity takes all concerns about discrimination, bullying or harassment seriously. Anyone who experiences or witnesses such behaviour should report it to a senior staff member or trustee.

All reports will be handled confidentially, fairly and without victimisation. Where appropriate, disciplinary or safeguarding procedures will be followed in line with related policies.

7. Monitoring and Review

The CEO and Projects Co-ordinator, together with the Board of Trustees, will monitor implementation of this policy annually. Equality and diversity will be considered in all decision-making, recruitment and planning processes. The policy will be reviewed every two years, or sooner if legislation or organisational needs change.

8. Related Policies

- Safeguarding Policy
- Recruitment & Selection Policy

- Anti-Bullying and Harassment Policy
- Staff Code of Conduct
- Complaints Procedure
- Data Protection and Confidentiality Policy

9. Statement of Inclusion

At SociABLEs Hub Charity, we believe everyone has the right to be themselves; to learn, contribute and belong. We are pleased for all to be 'Busy Being You' and proud for all to support others to do the same.



Equality, Diversity & Inclusion at SociABLES Hub Charity

Be proud to be 'Busy Being You.'

We welcome and respect everyone, whatever your background, identity or ability.

We treat all people with dignity and fairness, and we celebrate the diversity that makes our community unique.

We do not tolerate discrimination, harassment or bullying of any kind.

If you ever feel unfairly treated or see something that doesn't feel right, please speak to a staff member or contact a manager or trustee.

Everyone belongs here. Together we make SociABLES Hub a safe, inclusive and supportive space for all.