



EQUALITY, DIVERSITY, AND INCLUSION POLICY

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1. POLICY STATEMENT

- 1.1 The Open Doors Project CIC strives to cultivate an environment that is free from all forms of discrimination and will challenge action which discriminates on the basis of: age, disability, gender identity, marriage and civil partnership status, pregnancy and maternity status, 'race', ethnicity, nationality, immigration status, religion, belief, sexual orientation and socioeconomic status.
- 1.2 As a community interest company (CIC) capable of employing paid staff and volunteers, and as a service provider, The Open Doors Project is committed to supporting equality and diversity.
- 1.3 Accessibility is our lifeblood. We seek to ensure that all activities are fully accessible and tailored to individual needs. We work with all stakeholders to make adjustments needed to ensure that children with special educational needs and disabilities can thrive.
- 1.4 We believe in fostering an inclusive environment in which all staff volunteers and stakeholders feel valued, respected and have their rights upheld.
- 1.5 All staff, volunteers, clients, contractors, consultants, partners, customers, and potential employees have a duty to act in accordance with this policy. This policy does not form part of any contracts of employment and can be amended at any time.

2. PRINCIPLES

This policy reflects the core values of The Open Doors Project and exists to:

- 2.1 Ensure that the company carries out its activities in a way which promotes equal opportunities and enables it to fulfil and go beyond its legal duties, including those under the Equality Act 2010.
- 2.2 Make explicit the rights and responsibilities of staff, volunteers, contractors and partners.
- 2.3 Commit The Open Doors Project to regular monitoring and evaluation of this policy.

3. OBJECTIVES

The Open Doors Project aims to work towards both the elimination of all forms of discrimination and the promotion of equality. In pursuit of this it has set the following objectives:

- 3.1 To cultivate and sustain a positive, welcoming, fair and inclusive environment for all staff, volunteers, and all those who come into contact with the company.
- 3.2 To set a positive example to the children who participate in its activities.
- 3.3 To listen to children and members of the community to ensure that the activities of the company are accessible and relevant.
- 3.4 To make all staff, volunteers and contractors are aware of and value the diversity of the children who participate in the activities of the Open Doors Project.
- 3.5 To increase awareness and responsiveness within the organisation of the diverse needs of children with special educational needs and disabilities.

4. IMPLEMENTATION

- 4.1 All staff, volunteers and contractors are personally responsible for ensuring that their actions and behaviour comply with this policy.
- 4.2 This policy applies to all areas of The Open Doors Project's activities and all staff, volunteers and contractors should aim to mainstream equality, diversity and inclusion across all activities.
- 4.3 Serious breaches of this policy will be considered disciplinary matters.
- 4.4 Overall responsibility for implementation of this policy lies with the company Directors.

5. REPORTING AND COMPLAINTS

- 5.1 Any complaints arising in relation to this policy should be raised with the Directors in the first instance. All complaints will be dealt with confidentially. For any complaints which concern safeguarding issues, please see our Safeguarding Policy.
- 5.2 For free and independent advice and guidance on UK equality and anti-discrimination law, including information on your rights and how to seek legal redress, the Equality and Human Rights Commission is the appropriate public body.
- 5.3 Complaints about Community Interest Companies (CIC) can be made to the regulator at the following address: Complaints and appeals, CIC Regulator, 2nd Floor, Companies House, Crown Way, Cardiff, CF14 3UZ.

6. MONITORING AND REVIEW

- 6.1 This policy shall be implemented and monitored on an ongoing basis and reviewed by the Directors at least once per year.