



Equality, Diversity and Inclusion (EDI) Policy

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Signed: 

Position: Administrator

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Policy Statement

Royal Respite is committed to promoting equality, diversity, and inclusion within our workforce, as well as eliminating unlawful discrimination in every aspect of our organisation. Our goal is to ensure that our workforce is truly representative of all sections of society and our customer base, and that each employee feels respected, valued, and able to contribute their best.

In providing services, Royal Respite is equally committed to preventing unlawful discrimination against beneficiaries and members of the public.

Equality: Ensuring that everyone has the same opportunities and is treated fairly, without discrimination based on protected characteristics like age, race, gender, or disability.

Diversity: Recognising, valuing, and respecting the differences among people, such as their backgrounds, experiences, and skills. Diversity leads to creativity/ better problem solving/ new perspectives/ ways of thinking.

Inclusion: Creating an environment where all individuals are welcomed, respected, and can participate fully. It's the unification of equity and diversity. It's not just about saying 'everyone is welcome' it's about actually taking steps to make sure people feel welcome.

Purpose of This Policy

1. To promote equality, fairness, and respect for all in our employment practices, whether employees are full- or part-time.
2. To ensure that Royal Respite does not unlawfully discriminate against any individual based on the protected characteristics outlined in the Equality Act 2010:
 - 0 Age
 - o Disability
 - o Gender reassignment
 - o Marriage and civil partnership
 - o Pregnancy and maternity
 - o Race (including colour, nationality, and ethnic or national origin)
 - o Religion or belief
 - o Sex
 - o Sexual orientation
3. To actively oppose and avoid all forms of unlawful discrimination, including in:
 - 0 Pay and benefits
 - o Terms and conditions of employment
 - o Grievances and disciplinary actions
 - o Dismissals and redundancies
 - o Parental leave
 - o Flexible working requests

- Selection for employment, promotion, training, or other developmental opportunities
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Our Commitments

Royal Respite commits to the following actions to build a more inclusive and diverse workplace:

1. Fostering Equality, Diversity, and Inclusion as a Core Value

- We recognize that EDI is not only good practice but also essential to our success. EDI will be a regular agenda item at board meetings to ensure sustained leadership support and alignment with organisational goals.

2. Creating a Respectful and Inclusive Workplace

- Royal Respite is dedicated to building a working environment free of bullying, harassment, victimisation, and unlawful discrimination. We commit to promoting dignity, respect, and inclusion for all, recognizing and valuing the contributions of each employee.
- This commitment includes comprehensive training for managers and all employees on their rights and responsibilities under this policy. Our staff are expected to conduct themselves in a manner that promotes equal opportunities and prevents harassment, bullying, and discrimination.
- All staff should understand that both employees and the organisation may be held accountable for acts of discrimination or harassment.
- Employment, selection and recruitment: We aim to ensure that unfair direct or indirect discrimination or discrimination by association does not occur in our recruitment, selection and employment of staff, trustees and volunteers.

3. Clear Procedures for Addressing Complaints and Concerns

- Royal Respite takes all complaints of bullying, harassment, victimisation, and unlawful discrimination seriously, whether they involve fellow employees, customers, suppliers, or others encountered through our work.
- Individuals who experience or witness inappropriate behaviour are encouraged to report these incidents confidentially to Mr A Y S Davies, Director of Human Resources. All reports will be handled promptly to ensure safety, confidentiality, and fair investigation.
- Acts of misconduct related to bullying, harassment, or discrimination will be addressed through our grievance and disciplinary procedures, with particularly serious complaints potentially leading to dismissal without notice.
- Complaints involving harassment, including under the Protection from Harassment Act 1997, will be treated with the utmost seriousness and may be pursued as a criminal matter where relevant.

4. Providing Equal Access to Training and Development

- We are committed to making training, development, and progression opportunities available to all employees, encouraging everyone to realise their full potential.
- Decisions regarding staff progression will be based solely on merit (except in cases of legally permitted exemptions under the Equality Act).

5. Continuous Monitoring and Improvement of EDI Practices

- Royal Respite will periodically review employment practices and procedures to ensure fairness and to stay compliant with the latest legal standards. We will monitor our workforce's diversity, including

metrics on age, sex, ethnic background, sexual orientation, religion or belief, and disability.

- Results of this monitoring will be reviewed by senior management and shared across the organisation in summary form to ensure transparency and accountability.

6. Engaging with and Serving Diverse Communities

- Royal Respite is committed to providing accessible, inclusive services for all. We will regularly consult with beneficiaries and seek feedback, particularly from underrepresented communities, to ensure our services meet their needs effectively.
- We will work to make Royal Respite's services accessible to all, adapting them as needed to meet diverse needs, and will continually update our approach based on community feedback.

7. Recognising and Supporting Relevant Legislation

- Royal Respite acknowledges its responsibilities under relevant legislation, including:
 - The Equality Act 2010
 - The Mental Capacity Act 2005
 - The Equality Act (Sexual Orientation) Regulations 2007
 - The Equality Act 2006
 - The Work and Families Act 2006
 - The Employment Act 2002
 - The Employment Rights Act 1996
 - The Worker Protection (Amendment of Equality Act 2010) Act 2023

- 8. We will stay updated on new legislation that combats discrimination and supports equality, diversity, and inclusion, updating our practices and policies accordingly.
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Policy Review and Agreement

This policy is fully supported by Royal Respite's senior management, with the Director of Human Resources, Mr. A Y S Davies, responsible for monitoring the effectiveness of this policy annually or sooner if necessary. Regular reviews will help us ensure that our approach to EDI remains relevant, proactive, and aligned with our organisational values.

Glossary of Protected Characteristics (Equality Act 2010) – Safeguarding Context

Age

In safeguarding, age refers to the importance of considering the unique vulnerabilities and needs associated with different age groups. Safeguarding measures should ensure equal treatment and protection for individuals across all ages, recognizing specific challenges faced by both younger and older individuals.

Disability

Disability in this context includes both physical and mental impairments that may impact a person's daily life. Safeguarding practices must provide reasonable accommodations and additional support to ensure individuals with

disabilities are not put at a disadvantage, thus promoting safe, inclusive environments.

Gender Reassignment

This characteristic applies to individuals who are undergoing or have undergone a process of transition from one gender to another. Safeguarding measures should ensure respect, privacy, and support for individuals at all stages of transition, protecting them from discrimination and enabling them to fully participate in the environment.

Marriage and Civil Partnership

Safeguarding policies protect against discrimination for individuals who are married or in a civil partnership. This characteristic primarily applies in terms of ensuring that individuals are treated fairly and equally, regardless of marital status, in accessing services and support.

Pregnancy and Maternity

Pregnant individuals or those who have recently given birth may have specific vulnerabilities or needs. Safeguarding practices should ensure these individuals are not exposed to unfair treatment or unnecessary risk and that appropriate accommodations and protections are in place to support their health and well-being.

Race

Race covers colour, nationality, ethnic, and national origins. Safeguarding practices should ensure all individuals, regardless of racial or ethnic background, are treated equitably, with particular attention to any cultural sensitivities that may impact their safety, well-being, or sense of belonging.

Religion or Belief

In safeguarding, this characteristic includes both religious beliefs and philosophical or non-religious beliefs. Safeguarding measures should respect individual beliefs, ensuring policies and practices do not disadvantage or isolate individuals based on religion or belief.

Sex

Sex refers to an individual being male or female. Safeguarding practices should provide safe, respectful, and equitable environments, free from discrimination based on sex, and ensure both males and females have equal access to resources, support, and protection.

Sexual Orientation

Sexual orientation includes attraction to individuals of the same sex, opposite sex, or both. Safeguarding measures must ensure that individuals are protected from harassment, bullying, or unfair treatment based on their sexual orientation and are provided with an inclusive and supportive environment.