

# **EQUITY, DIVERSITY, INCLUSION & BELONGING POLICY**

Last reviewed and approved by trustees: September 2020  
Next due for review: June 2022 (3 Years)

## **Our Vision**

We envisage an inclusive society where LGBTQ+ young people are healthy, successful and celebrated.

## **Our Purpose**

We support the wellbeing and creativity of LGBTQ+ young people in Cambridgeshire, Peterborough and surrounding areas through information, support and groups. We build inclusive communities to tackle inequalities through consultancy, training and education to all sectors.

## **Our Values**

Relevant – Our learning and development is continuous.

Engaging – We are warm and welcoming.

Accessible – We create inclusive communities and safe spaces.

Community Led – We are motivated by the voices of LGBTQ+ young people.

High Quality – Our support and guidance are of the highest quality.

## Introduction

The Kite Trust is committed to eliminating discrimination and promoting equity, diversity, inclusion and belonging in all areas of our work. These terms are at the heart of this policy:

- **'Equity'** assumes everyone has the same opportunities to fulfil their potential free from discrimination, but also ensures the starting point for everyone is equal. To create equity, additional measures will be used to provide additional support to specific marginalized groups.
- **'Diversity'** means that staff and volunteers reflect the diversity in our service users and society more broadly, this is not limited to protected characteristics, but all of the differences people have.
- **'Inclusion'** is where we make the most of our diversity, we celebrate our differences and ensure that everyone feels safe and comfortable be themselves, share their ideas and fully contribute.
- **'Belonging'** is the feeling we want everyone who interacts with the Kite Trust to have, a place they trust, a place they care about and a place that cares for them.

This policy builds upon our commitment to providing equality and fairness to all in our activities and to ensure that we are an inclusive charity that welcomes everyone.

The Kite Trust will not unlawfully discriminate including on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation. These are the characteristics which are protected from discrimination under the most recent equality legislation – the Equality Act (2010).

The Kite Trust has a zero-tolerance approach towards discrimination and harassment. Inappropriate behaviour or language may constitute discrimination, harassment, bullying or victimisation. Discrimination including harassment, third party harassment and victimisation are covered by the Equality Act 2010.

**All employees, volunteers and service users are expected to:**

- Read, acknowledge their understanding of, and comply with the Code of Conduct which sets out expectations for their behaviour including around matters of equity, diversity, inclusion and belonging.

**In addition, line managers are responsible for:**

- Adopting a proactive approach to equity, diversity, inclusion and belonging for the staff which they manage and in the services for which they have responsibility for delivering.
- Taking timely action where misconduct occurs relating to discrimination, harassment, bullying or victimisation, in line with the Bullying and Harassment Policy.
- Taking timely and appropriate action where concerns relating to equity, diversity, inclusion and belonging are raised through the procedures set out in the Comments and Complaints Policy or the Grievance Policy
- Ensuring all recruitment and selection procedures are carried out in line with the Recruitment and Selection Policy including its provisions relating to equity, diversity, inclusion and belonging.

The Equality Act allows organisations to target initiatives at particular groups if it is a proportionate way of them addressing under-representation, a disadvantage they reasonably think the group has suffered, or a different need they have. The Equality Act also contains a provision which allows employers to use a protected characteristic, as the tipping factor when deciding between two candidates for employment who are 'as qualified as each other'. The Kite Trust undertakes positive action where appropriate, to create equity for those whose protected characteristic is sexual orientation, gender reassignment, disability, or race.

The Kite Trust has specific policies to address underrepresentation and equity for communities affected by racism (Anti-Racism Policy) and specific policies for equitable actions for trans inclusion in the workplace and in the work we do with volunteers and service users (Trans Equity Policy).