



THE BUCHANAN TRUST

Policy Name	Equality, Diversity and Inclusion Policy
Board Approval Date	2 nd December 2024
Signed	
Name/Position	Helen Thomas, Chair
Next Review Date	December 2025

The purpose of our Equality, Diversity and Inclusion (ED&I) Policy is to guide Trustees, staff and volunteers in all their work, including overseeing work carried out on our behalf by others such as consultants, partners and suppliers.

The aim is to make The Trust an inclusive charity, by creating a culture of belonging that is free from judgement for every beneficiary, volunteer, employee and Trustee where they can be accepted and celebrated for their individuality and where people can genuinely feel free from prejudice. We also need to ensure we can offer a safe environment free from judgement whilst continuously evolving our services and empowering individuals to be themselves, whether they are a beneficiary, employee or Trustee.

We recognise our legal obligations under the Equality Act 2010, and we see these as a minimum standard which we would seek to exceed through being proactive at promoting equality and diversity and opposing prejudice and discrimination. Under this Act, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation are protected characteristics.

Employees, other workers, applicants for employment and our beneficiaries who have one or more of these characteristics are protected from all forms of unlawful discrimination, including: direct and indirect discrimination; discrimination by association; discrimination by perception; discrimination arising from disability; harassment; and victimisation. The Act also places a duty on us, as an employer and provider of services, to provide reasonable adjustments for disabled applicants and employees.

We strive to ensure that the individual needs of our staff, volunteers, trustees and beneficiaries are recognised. We will be, and make sure that people can see we are, inclusive and welcoming to all kinds of people, and that everyone is treated with equality, dignity and respect in all aspects of our work.

What does ED&I mean to The Buchanan Trust?

We value fairness and respect for difference, equality of opportunity and treatment across all areas. We believe everyone has inherent dignity and this critical to our effectiveness, authenticity and credibility.

This includes breaking down any barriers, challenging discrimination and ensuring equality of opportunity across every process and service, to all individuals; creating an inclusive and flexible culture that does not exclude anyone from Trust-wide processes and decision making, celebrating the individuals representing The Trust for who they are and valuing their characteristics.

Our ED&I Commitments:

1. Ensuring our approaches to and in decision making are free from discrimination and bias.
2. Create and sustain an inclusive culture that values diversity in how we treat each other, those we work with and beneficiaries of our charitable services and provision.
3. Ensure that our charitable services and provision is accessible, inclusive and meets the needs of a diverse range of beneficiaries, staff and other stakeholders.
4. Ensure that ED&I considerations are actively part of all our internal practices and decision making to maximise our impact.
5. Ensure our Board and staff team has a broad range of direct experience, and both lived and learned expertise to inform our decision-making.
6. Enable and ensure that a wide range of people will be welcomed, enabled and encouraged to contribute and develop their knowledge and skills through working with us.
7. Provide opportunities and ensure that all staff, trustees and volunteers will be trained in ED&I at a level appropriate to their role.
8. We will work with partners and others who share our values and commitments ED&I.
9. Ensure compliance with the [Equality Act 2010](#) and make reasonable adjustments to prevent, mitigate and reduce barriers to disadvantage wherever practicably possible.
10. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by anyone in the course of the organisation's activities and works

It's built into our values that we aim for continual improvement and learn from our mistakes. If we get things wrong, we'll always listen carefully and show respect to people when they let us know, and we'll do our best to sort it out. Grievance procedures are in place for our staff and volunteers, and a complaints policy for others who interact with our Trust.