

		Name of Policy Equality, Equity, Diversity and Inclusion (EEDI) Policy
Author & Version	Date reviewed/approved	Signature of Chair
A Brelsford V5	June 2026	
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1. Introduction

CLEAR is committed to ensuring equality of opportunity and fair treatment for all individuals who engage with our organisation, including staff, workers, volunteers, Trustees, service users and stakeholders.

We aim to create an environment where everyone is treated with warmth, dignity and respect, and where diversity is recognised as a strength.

This policy sets out our commitment to anti-discriminatory practice and outlines the steps we take to promote an inclusive, equitable and positive culture across all areas of our work.

2. Related Documents

This policy should be read alongside:

- Safer Recruitment Policy
- Complaints Policy
- Bullying and Harassment Policy
- Data Protection and Information Sharing Policy

3. Definitions

CLEAR uses the following definitions to guide its approach:

- **Equality**
Ensuring fairness and equal access to opportunities, including recruitment, training, career progression and participation in organisational activities.

- **Equity**

Recognising that individuals have different needs and providing appropriate support to achieve fair outcomes.

- **Diversity**

The range of differences among people, including (but not limited to) age, disability, race, religion or belief, sex, sexual orientation, gender identity, socioeconomic background, education, language, and lived experience.

- **Inclusion**

Creating an environment where all individuals feel valued, respected, safe and able to contribute fully.

4. Scope

This policy applies to:

- Staff and workers
- Volunteers
- Trustees
- Contractors
- Service users
- Stakeholders
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It covers all areas of CLEAR's work, including employment practices and service delivery.

5. Protected Characteristics

CLEAR is committed to upholding the protections set out in the **Equality Act 2010**, which include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

In addition, CLEAR recognises **care experience** as a protected characteristic, in line with Cornwall Council's commitment.

6. Types of Discrimination

CLEAR does not tolerate any form of discrimination, including:

- **Direct discrimination** – treating someone less favourably because of a protected characteristic
- **Indirect discrimination** – applying policies or practices that disadvantage particular groups
- **Associative discrimination** – discrimination due to association with someone with a protected characteristic
- **Perceptive discrimination** – discrimination based on a perceived characteristic
- **Harassment** – unwanted conduct that violates dignity or creates a hostile or degrading environment
- **Victimisation** – treating someone unfairly because they have made or supported a complaint

CLEAR will take all reasonable steps to protect individuals from harassment, including from third parties such as clients or partner organisations.

7. Policy Aims

CLEAR aims to:

- Provide services that are accessible and relevant to people from all backgrounds
 - Ensure our workforce reflects the diversity of the communities we serve
 - Promote equality of opportunity across all activities
 - Eliminate unlawful discrimination, harassment and victimisation
 - Foster a culture of inclusion, respect and belonging
 - Actively identify and address barriers faced by underrepresented groups
 - Collect and analyse data to improve access, experience and outcomes
 - Provide ongoing training and development in EEDI principles
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8. Commitments

CLEAR is committed to:

- Taking all reasonable steps to prevent discrimination in its practices
- Promoting inclusive behaviours and challenging inappropriate conduct
- Supporting positive action to address disadvantage where lawful

- Embedding EEDI principles in decision-making, service design and delivery
 - Engaging with diverse communities to improve understanding and access
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9. Employment Practices and Service Delivery

Recruitment and Employment

- Recruitment, selection, training and promotion processes will be fair, transparent and regularly reviewed
- Opportunities will be communicated widely to avoid exclusion
- Decisions will be based on merit and objective criteria

Reasonable Adjustments

CLEAR will make reasonable adjustments to remove or reduce disadvantages experienced by disabled applicants, employees, volunteers and service users. Adjustments will be considered based on effectiveness, practicality and available resources.

Behaviour and Conduct

Discrimination, harassment, bullying or victimisation will not be tolerated and may be treated as **gross misconduct** under CLEAR's Disciplinary Procedure.

Service Accessibility

CLEAR will take all reasonable steps to ensure services are accessible, including:

- Providing information in alternative formats
 - Considering language and communication needs
 - Making appropriate adjustments for service users
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10. Responsibilities

Organisational Responsibilities

- The **Board of Trustees** provides oversight and ensures accountability
- The **CEO and Senior Leadership Team** are responsible for implementation, monitoring, review and guidance

Line Managers

- Implement this policy in day-to-day practice
- Address concerns promptly and fairly
- Support inclusive working environments

All Staff, Volunteers and Trustees

- Treat others with dignity and respect
 - Follow this policy and uphold CLEAR's values
 - Challenge inappropriate behaviour where safe to do so
 - Use inclusive language and respect individual identities
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11. Reporting and Complaints

Anyone who experiences or witnesses discrimination is encouraged to raise concerns which can be reported through the **Complaints Policy** or internal procedures.

All complaints will be handled promptly, fairly and sensitively and individuals will be supported throughout the process

Retaliation against individuals raising concerns is not permitted

12. Implementation

CLEAR will:

- Make this policy accessible via internal systems and in hard copy
 - Include EEDI training as part of induction
 - Provide ongoing training and development opportunities
 - Review understanding through regular supervision, meetings and surveys
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13. Monitoring and Data Collection

CLEAR will:

- Collect and analyse diversity data where appropriate and lawful
 - Use data to identify barriers and improve practice
 - Ensure all data is handled in accordance with GDPR
 - Report findings to senior leadership and the Board of Trustees
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14. Review and Continuous Improvement

This policy will be reviewed **annually**, or in line with legislative changes, and updated to reflect best practice and organisational learning.

15. Statement of Commitment

CLEAR is committed to embedding equality, equity, diversity and inclusion across all areas of its work. We recognise that this is an ongoing process and will continue to learn, listen and improve to ensure that everyone who engages with CLEAR feels respected, valued and included.