



Policy Title	Equality, Diversity & Inclusion Policy (Previously Equality & Diversity Policy)		
Release Date	Review Date	Reviewed by	Review due
	November 2022	Theresa Pass (CEO) IGG	November 2024*

Signature for Approval

A handwritten signature in black ink, appearing to read "A Brabban".

Name	Andrew Brabban
Position	Chair of Trustees
Date	12 th January 2023

* In the event of a change in legislation, an incident at Visyon or every two years.



Equality, Diversity & Inclusion (EDI) Policy

1.0 Introduction

Visyon embraces difference and is conscious of the diversity of the client base we support. Visyon is committed to embedding and mainstreaming equity, diversity and inclusion to ensure all individuals thrive and have the same opportunity to succeed. Visyon believes that diversity is a strength which should be respected and celebrated, and we strive to remove the barriers and disadvantages which people may face, and focus on improving outcomes that enhance individuals and help them reach their full potential.

1.1 Definitions

Equality in the workplace means that every individual has equal opportunities, regardless of their background, identity or experience. It is about treating everyone with dignity, respect and without discrimination.

Diversity is about recognising, understanding, embracing, valuing and celebrating the difference that individuals bring to the workplace.

Inclusion means creating an environment and culture where everyone feels their contribution, participation and perspectives are valued and where differences are seen as a benefit and an asset.

2.0 Scope

This policy applies to all employees, applicants, volunteers, placements and contractors at Visyon. This includes any agency workers, students and volunteers whilst on placement within Visyon.

Visyon recognises the nine protected characteristics, which are currently as follows:

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



3.0 Policy Statement

Visyon takes positive steps to tackle all forms of discrimination, harassment, victimisation, inequality, and unfairness. We ensure that our facilities, programmes, and services are welcoming and accessible to all, and truly represents the communities we serve.

We make sure reasonable adjustments are made to support individuals, and take particular account of people with disabilities to overcome barriers in the working, volunteering and governance environment, and whilst using our service.

We adhere to relevant equality, diversity and inclusion legislation and regulations relating to all of the protected characteristics to.

We provide training and resources to all staff and volunteers to develop knowledge and awareness, and ensure our communications are accessible to the communities we work with.

We review our recruitment practices, for staff, volunteers and Board members to ensure we are attracting talent from diverse backgrounds and representative of the communities that we serve.

4.0 Commitment

Visyon is committed to fulfilling our legal responsibilities and promoting a culture of inclusivity by:

- Embedding principles of equality, diversity and inclusion into the culture of Visyon
- Removing and/or mitigating any disadvantage to underrepresented groups through continuous review and improvement to all policies and processes
- Taking action to redress any imbalances highlighted from monitoring data
- Promoting awareness and understanding of EDI matters among staff and other parties through policies, training, guidance and campaigns
- Ensuring that all existing and potential staff, clients, volunteers, and placements are treated fairly and judged solely on merit, skills and abilities
- Ensuring Visyon buildings and services are welcoming and accessible
- Making sure reasonable adjustments are made, as appropriate, to enable staff, volunteers, clients and candidates with disabilities or additional needs to overcome barriers



- Ensuring staff, volunteers and placements are provided with appropriate training and tools to feel confident to discuss EDI issues and raise any concerns
- Dealing with potential and actual acts of discrimination, harassment and bullying appropriately, timely, and under relevant Visyon policy guidance.
- Continuously embedding accountability to ensure key policies have equality and inclusivity built into their core, ensuring equity is part of everyday business.

5.0 Responsibilities

Chief Executive - ensuring the infrastructure is in place to support and champion EDI, ensuring a culture of equity and inclusivity. Actively investigate any concerns or allegations

Trustees – actively champion EDI within Visyon and when representing Visyon at external events. Regularly review Visyon approach to EDI to ensure current, compliant and promoting an environment that embraces equity and inclusivity.

Senior Managers - promote a working environment that values and embraces EDI, ensuring buildings and services are accessible. Developing policies, procedures and processes that are compliant, embrace and encourage a culture of equity and inclusivity.

Team Leaders – embrace EDI within their teams and encourage the principles of equity and inclusivity in all services, activities and project development. Raise any concerns with the CEO or relevant Head of Service, and identify opportunities for continuous improvement and changes to practice.

Staff & Volunteers - adhere to this policy and promote an inclusive workplace for all. Report and concerns or incidents to a Line Manager as soon as they are identified. In cases where the clients inform staff when something untoward has happened, the incident must be taken seriously from the outset and any concerns should be treated with compassion and understanding by all staff and volunteers.

Any concerns raised relating to a member of Visyon staff, volunteer or placement under the EDI Policy may be subject to internal investigation under the Disciplinary and Grievance Policy and associated procedures.