

EQUALITY, DIVERSITY, AND INCLUSION POLICY

Last Updated: April 2024

Ark Of Hope Foundation For All Nations

Equality and Diversity Statement

Ark of Hope Foundation For All Nations is committed to fostering an environment where equality, diversity, and inclusion are integral to our operations. We acknowledge that in society, certain groups or individuals are denied equality on various grounds, including race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation, religion or belief, or any other factor irrelevant to our mission.

Acknowledgment of Statutory Requirements

We recognise the statutory requirements laid down in the following legislation:

- The Equality Act 2010
- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006, Part 2
- The Equality Act (Sexual Orientation) Regulations 2007

We also acknowledge all protected characteristics outlined in the Equality Act 2010, including:

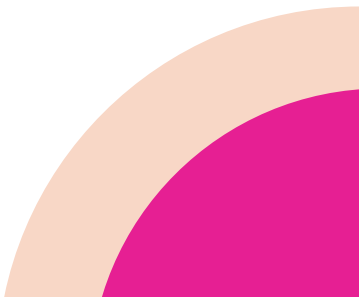
- Age
- Sex
- Race
- Religion or belief
- Disability
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment
- Marriage and civil partnerships

Moral and Social Responsibilities

We recognise that our responsibilities extend beyond legal obligations. We are committed to supporting and contributing to the wider process of change through all aspects of our work and practices to eliminate discrimination and promote equality and diversity.

Commitments and Actions

Encouraging Equality, Diversity, and Inclusion:

- We aim to create a working environment free of bullying, harassment, victimisation, and unlawful discrimination.
 - We promote dignity and respect for all, valuing individual differences and contributions.
 - Our recruitment and selection processes are fair and inclusive, ensuring our workforce reflects the diversity of the community we serve.
- 

Providing Training and Development:

- EDI training is mandatory for all staff and volunteers as part of their induction and ongoing professional development.
- We actively encourage participation in anti-discriminatory training and allocate time and resources for such training.

Addressing Complaints and Grievances:

- We take all complaints of bullying, harassment, victimisation, and unlawful discrimination seriously.
- Complaints are handled through our grievance procedures, with the Chair of Trustees or a designated Trustee having overall responsibility.
- We ensure complaints are treated confidentially and resolved promptly.

Embedding EDI in Organisational Practices:

- EDI principles are integrated into all our policies, procedures, day-to-day practices, and external relationships.
- We make decisions based on merit, ensuring fairness in pay, benefits, terms and conditions of employment, and opportunities for development.

Monitoring and Reviewing:

We monitor the make-up of our workforce to encourage equality, diversity, and inclusion. We regularly review our employment practices and policies to ensure they are up-to-date and effective. Our management committee reviews the EDI policy annually to measure effectiveness and plan progress.

Service Accessibility and Fairness:

We strive to provide services that are accessible, appropriate, and delivered fairly to all. We work with community partners to ensure our services meet the diverse needs of individuals and groups.

Objectives

- **Provide Accessible Services:** Ensure our services are accessible according to the needs of all individuals and groups.
- **Promote Equality and Diversity:** Foster an inclusive environment in volunteering, employment, and development.
- **Form Effective Partnerships:** Collaborate with all parts of the communities we support to enhance service provision.

Implementation Methods

Induction and Training: All staff, volunteers, and Board members receive a copy of this policy during induction and participate in EDI training.

Active Encouragement: We actively encourage staff, volunteers, and Board members to participate in ongoing anti-discriminatory training.

Monitoring Participation: We monitor our work, publicity, and events to ensure they are accessible to all sections of the population.

Review and Accountability

Effective record-keeping and monitoring are essential for measuring the effectiveness of our Equality, Diversity, and Inclusion (EDI) policy. To ensure the policy meets its objectives and addresses any issues, the management committee conducts an annual review. Complaints regarding equality and diversity should be referred to a Trustee, who will assess and take appropriate action.