

EQUALITY AND DIVERSITY POLICY



Introduction

The Eggtooth Project Ltd is a not-for-profit mental health social enterprise dedicated to providing support and services to individuals from all backgrounds and communities. We are committed to creating an inclusive and diverse environment where everyone feels respected, valued, and has equal opportunities to thrive. This policy outlines our approach to promoting equality, diversity, and inclusion across all aspects of our organisation, including recruitment, LGBTQI+ inclusion, marginalised communities, disability, hidden difference and addressing unconscious bias and equity.

Recruitment

Job Advertisements: We will ensure that all job advertisements are worded in a manner that encourages applications from a diverse range of candidates. The language used will be inclusive and will not discriminate against any protected characteristics as defined by the law.

Recruitment Process: Our recruitment process will be fair, transparent, and based on merit. We will ensure that recruitment decisions are made without any form of discrimination or bias. Shortlisting and selection criteria will be carefully designed to avoid any unintended barriers or bias.

Interview Panels: Where possible, interview panels will include individuals from diverse backgrounds to minimise unconscious bias and promote a fair evaluation of candidates. All panel members will receive training on unconscious bias awareness and inclusive interviewing techniques.

Reasonable Adjustments: We will make reasonable adjustments to accommodate candidates with disabilities throughout the recruitment process. Applicants will be encouraged to inform us about any specific needs or adjustments required to ensure equal opportunities.

LGBTQI+ Inclusion

Respect and Support: We are committed to creating a welcoming and inclusive environment for individuals who identify as LGBTQI+. We will treat everyone with dignity and respect, and actively challenge any form of discrimination, homophobia, biphobia, transphobia, or any other prejudice based on sexual orientation or gender identity.

EQUALITY AND DIVERSITY POLICY



Policy and Procedures: We will develop and implement policies and procedures that explicitly address LGBTQI+ inclusion, covering areas such as harassment and discrimination, gender-neutral facilities, and access to appropriate support services.

Training and Awareness: We will provide regular training to staff and volunteers on LGBTQI+ awareness, terminology, and issues faced by the community. This will help foster a more inclusive and understanding environment

Marginalised Communities

Inclusivity: We acknowledge the unique challenges faced by individuals from marginalised communities and will actively work towards creating an inclusive and safe space for them. We will proactively seek input and feedback from these communities to ensure our services are responsive to their needs.

Partnerships and Collaboration: We will establish partnerships and collaborations with organisations and community groups that represent and support marginalised communities. This will enable us to develop appropriate and relevant services and ensure that the voices of these communities are heard.

Representation: We will strive to ensure that our staff, volunteers, and leadership teams reflect the diversity of the communities we serve. We will actively encourage individuals from marginalised communities to participate and take on decision-making roles within our organisation.

Unconscious Bias and Equity

Training and Education: We are committed to addressing unconscious bias and promoting equity within our organisation. We will provide training and educational resources to all staff and volunteers to increase awareness of unconscious bias and its impact. This training will support fair decision-making processes and challenge stereotypes and assumptions.

Policies and Procedures: We will regularly review our policies and procedures to identify and address any potential bias or inequity. This includes areas such as promotion, performance management, and allocation of resources.

Monitoring and Evaluation: We will regularly monitor and evaluate the impact of our

EQUALITY AND DIVERSITY POLICY



policies and practices on promoting equality, diversity, and inclusion. We will use this information to make informed decisions and continuously improve our approach.

Responsibility and Accountability

All staff members and volunteers share the responsibility of promoting equality, diversity, and inclusion within our organisation. The management team will ensure the effective implementation of this policy and provide the necessary resources and support. Any concerns or complaints related to discrimination, harassment, or inequality will be taken seriously and addressed promptly through our grievance procedure.

Conclusion

This Equality and Diversity Policy reflects Eggtooth's commitment to promoting equality, diversity, and inclusion in all aspects of our work. By actively embracing and celebrating differences, we aim to create an environment where everyone feels valued, respected, and has equal opportunities to succeed. We will regularly review and update this policy to ensure it remains in line with the latest thinking and best practices in promoting equality, diversity, and inclusion.

Written by	Franklyn Levey
Review date (annual)	18/12/24