



Equality, Diversity & Inclusion Policy

Bless Community Support

Effective from: 10 March 2025

Review Date: March 2026

Approved by: Board of Trustees

1. Purpose of this Policy

Bless Community Support is committed to promoting equality, diversity, and inclusion across our workforce and in all services we provide. We aim to ensure that every individual is treated with dignity and respect and is able to contribute their best.

As stated in the uploaded document:

“Bless Community Support is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination.”

This policy outlines our responsibilities, expectations, and commitments to ensuring fair treatment for all.

2. Scope

This policy applies to:

- **All employees (temporary, part-time, and full-time)**
- **Volunteers**
- **Directors**
- **Trustees**
- **Contractors**
- **Any individual working for or on behalf of Bless Community Support**

It also applies to the way we provide services, facilities, and support to customers, service users, and the public.

3. Legislative Framework

This policy is underpinned by the Equality Act 2010, which protects individuals from discrimination based on the following protected characteristics:

- **Age**
 - **Disability**
 - **Gender reassignment**
 - **Marriage or civil partnership**
 - **Pregnancy and maternity**
 - **Race (including colour, nationality, ethnic or national origin)**
 - **Religion or belief**
 - **Sex**
 - **Sexual orientation**
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4. Principles of Equality, Diversity & Inclusion

Bless Community Support is committed to:

- 1. Equality – ensuring fair treatment and equal opportunities for all.**
- 2. Diversity – recognising and valuing individual differences.**
- 3. Inclusion – creating an environment where everyone feels welcome, respected, and able to participate fully.**

The uploaded document states that we aim for a workforce that is:

“Truly representative of all sections of society... and for each employee to feel respected and able to give their best.”

5. Our Commitments

5.1 Encouraging Equality, Diversity & Inclusion

We promote equality, diversity, and inclusion because they are good practice and strengthen our organisation.

5.2 Creating a Respectful, Safe Working Environment

We will create a workplace free from:

- **Bullying**
- **Harassment**
- **Victimisation**
- **Unlawful discrimination**

We promote dignity and respect for all, ensuring that individual differences and contributions are valued.

5.3 Staff Responsibilities

All staff must:

- **Conduct themselves in a way that supports equal opportunities**
- **Prevent bullying, harassment, victimisation, and discrimination**
- **Understand that they may be held personally liable for unlawful discrimination**

5.4 Handling Complaints

We take all complaints of bullying, harassment, victimisation, and discrimination seriously.

Such behaviour will be treated as misconduct and may lead to disciplinary action, including dismissal.

Sexual harassment may also constitute a criminal offence under the Protection from Harassment Act 1997.

5.5 Training and Development

We will provide opportunities for training, development, and progression for all staff, enabling individuals to reach their full potential.

5.6 Fair, Merit-Based Decisions

Decisions relating to recruitment, promotion, training, and development will be based on merit, except where lawful exemptions apply.

5.7 Reviewing Practices

We will review employment practices and procedures to ensure fairness and compliance with changes in legislation.

5.8 Monitoring Workforce Diversity

We will monitor workforce composition (e.g., age, sex, ethnicity, disability, religion, sexual orientation) to support equality, diversity, and inclusion goals.

Monitoring will inform annual reviews and action planning.

6. Accessibility and Inclusion at Venues

Bless Community Support is committed to ensuring that all individuals can access our services and activities.

All venues used by Bless Community Support provide:

- **Disabled toilets**
- **Wheelchair-accessible ramps**

- **Step-free access wherever possible**

This ensures that individuals with mobility needs can participate fully in our services and events.

7. Grievance and Disciplinary Procedures

Details of grievance and disciplinary procedures are available in the Employee Handbook.

Using these procedures does not affect an employee’s right to make a claim to an employment tribunal within three months of an alleged discriminatory act.

8. Monitoring and Review

Bless Community Support will:

- **Monitor the effectiveness of this policy**
 - **Review it annually**
 - **Update it to reflect changes in law or best practice**
 - **Take action where monitoring identifies issues**
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9. Version Control

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Board	Apr 23	Initial draft approved	Annually
2.0	Board	Mar 24	Initial draft approved	Annually
3.0	Board	Mar 25	Initial draft approved	Annually
4.0	Board	Mar 26	Initial draft approved	Annually
