

Equity, Diversity and Inclusion Policy

August 2025

Equity, Diversity and Inclusion Policy

EDT is committed to encouraging equity and diversity among our workforce, Trustees, and the programmes that we run. We will eliminate unlawful discrimination and always promote inclusive environments and decision-making.

The aim is for our workforce, governing structures and the programmes that we run, to be truly representative of all sections of society, and for each EDT Employee, Volunteer and Participant to feel respected and able to give their best.

Principles and Values

Passionate

- We believe in our cause, our mission and vision, and continuously improve our impact and strive to make a difference for the young people we support.

Dynamic

- We work together with purpose, driving innovation to ensure we always aim to meet the needs of young people and industry now and for the future.

Collaborative

- We bring together our skills and strengths to drive a strong team that people want to part of, including our young people, partners and funders.

Respect

- We are a caring and positive team with a focus on well-being, aiming to continue creating an inclusive working and learning environment.

Scope

The Policy applies to all aspects of EDT business and the treatment of all in our employment, whether temporary, part-time, or full-time, Trustees, all those volunteering for EDT, and those participating in our programmes.

It includes our commitment to Diversity - the presence of difference; Equity, which is about ensuring that everyone is treated fairly, by removing barriers to resources or opportunities that some groups in society face and Inclusion - behaviours and practices that create a richer working environment and better decisions that difference enables.

In this EDI policy we also recognise Equality - the equal treatment of individuals and groups irrespective of difference.

Purpose

The Policy's purpose is to:

- **Ensure that the requirements of the Equality Act 2010 are fully observed; promote a culture of inclusion that values everyone's contribution and recognises the benefit that diversity has for the effectiveness of EDT.**
- **Act in line with Equality Act 2010 to enable all participants, staff and trustees to feel safe and well supported throughout their time that is committed to EDT.**

EDT's Commitment

Encourage equity, diversity and inclusion in the workplace, the Board of Trustees, and other governing committees, in turn making it a welcoming working environment.

Create an operational environment including meetings of the Board of Trustees and any other governing committees, free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all EDT Employees and Volunteers are recognised and valued. This commitment includes training EDT employees, Trustees and Volunteers about their rights and responsibilities under this Policy.

Responsibilities include:

- EDT employees, Trustees and volunteers conduct themselves in a way which helps EDT provide equal opportunities as an employer and a provider of services and prevent bullying, harassment, victimisation and unlawful discrimination.
- EDT Employees, Trustees and Volunteers should understand they, as well as EDT, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment or volunteering, against fellow EDT employees, volunteers, and the public.
- It should be noted that sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence. EDT is not restricted to these characteristics.

EDT's Commitment - Responsibilities

- Take reports of bullying, harassment, victimisation and unlawful discrimination by fellow EDT employees, Trustees and other Volunteers, programme participants, the public and any others in the course of EDT's activities seriously.
- Encourage opportunities for training, development and progress available to all EDT employees and Trustees, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of EDT; as well as their own personal and professional growth.
- EDT employees and volunteers should be evaluated and chosen for roles and opportunities based on their qualifications, skills, and abilities. While qualifications, skills, and abilities should be the primary consideration, there may be specific circumstances where certain legal requirements or provisions under the Equality Act allow for exceptions to be made.
- Monitor the make-up of the workforce and beneficiaries of our grants taking into account information about age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief and sexual orientation to encourage equity and diversity, and to meet the aims and commitments of the charity.

EDT's Commitment to Young People

As an educational charity that has engaged thousands of young people across the UK, we aim to:

- Ensure that we continue to encourage equity, diversity and inclusion, in turn making it a welcoming environment for all participants.
- Celebrate each individual learning style and recognise the positive impact that comes with diversity.
- Encourage an operational environment that is safe and free of harassment, victimisation and unlawful discrimination, promoting dignity and respect for all participants.

Responsibilities include:

- Strive for all programmes to be relevant and accessible to all. Aim to allow time for reflecting on the impact made and tailoring our approach to promote the participation of under-resourced groups by accommodating EDT's widening participation criteria.
- Where possible, collaborate with stakeholders and teaching staff to continue trying to improve the accessibility of the resources featured in programmes that are presented to all types of learners.
- Aim to inspire all young people through challenging stereotypes that could lead to young people withdrawing interest towards STEM. This includes gender, inclusive of all gender identities and expressions, minority ethnic groups, sexual orientation, neurodiversity and disabilities.
- Encourage utilising a cross-section of individuals to showcase and inspire young people. Facilitate opportunities for conversations between STEM professionals and young people to break down barriers driven by stereotypes.
- Strive to engage with under-resourced communities to promote awareness of apprenticeships and university opportunities by promoting involvement in work experiences, placements, projects, visits and training courses.
- Demographic data regarding participants is collected and monitored with a view to analysing and reporting on progress with supporting underserved young people in STEM.
- We are committed to creating an EDI Action Plan that is updated annually.

Complaints That Are Upheld

In relation to EDT Employees, Trustees and other Volunteers, any complaints which are proven will be dealt with as misconduct under EDT's Grievance Procedure in the Staff Handbook. Particularly serious complaints could amount to gross misconduct and lead (in the case of EDT Employees) to dismissal without notice and (in the case of Volunteers) to termination without notice of volunteer status.

This Policy is fully supported by the Board of Trustees. Use of EDT's Grievance Procedures does not affect an EDT Employee's rights and as such affected individuals should seek independent legal advice.

Participant Concerns

We are committed to creating an inclusive and respectful environment for all. If a young person, parent/carer, or external stakeholder has a concern related to equality, diversity, or inclusion, they are encouraged to raise it through the following channels:

- **Email:** Contact our central team directly info@etrust.org.uk
- **Safeguarding or Programme Contact:** Speak to a designated contact during programme delivery or outreach events.
- **Escalation:** If the issue is not resolved, it can be escalated to our Chair or Board Safeguarding representative.
- All concerns will be handled sensitively, confidentially, and in line with our safeguarding and complaints procedures which can be found [here](#).