

Equality, Diversity and Inclusion Policy

Policy Statement

Purpose

The content and actions of this policy are in place to ensure fairness, respect, equity, diversity, inclusion and engagement in all Orwell does. This policy reflects our commitment to Equality, Diversity and Inclusion (EDI) throughout our culture and interactions, and through all strategies, aims, objectives, policies, procedures, processes and to all people.

Legal Obligations

Equality Act 2010.

Orwell's commitment:

- To ensure everyone receives equality of treatment regardless of:
 - age
 - disability
 - faith, belief or lack of
 - ethnicity, race or national origin
 - gender, or reassignment
 - sexual orientation
 - pregnancy or maternity
 - marriage or civil partnership
- To eliminate discrimination, bullying, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010 and/or falls outside our culture and values.
- To make reasonable adjustments where reasonably practicable, as outlined in the Equality Act 2010.
- To take swift and clear action to address issues of discrimination based on other social and cultural characteristics, including socio-economic background, class, appearance, language, accents, education, learning styles, political affiliation and any other matter which causes a person to be treated unfairly and in a judgemental and discriminatory manner
- To actively promote inclusivity.
- To take active steps to ensure as far as possible that our Board and colleague group are representative of the diversity of our society and of the community in which we live and work.
- To ensure that EDI is a consideration in all Board decisions
- Report EDI information regularly to Board through both the Executive report and dedicated papers.
- To monitor the characteristics of our colleagues, Board members and volunteers, to set commitments and objectives accordingly to ensure diversity and to appraise our colleagues and Board of progress against these commitments

- To use both qualitative and quantitative data from both colleagues and customers to inform our strategic direction and associated decision making.
- To maintain a challenging and aspirational Equality, Diversity and Inclusion strategy that clearly outlines Orwell's commitments and objectives and share this on Orwell's website.
- To develop and monitor metrics to track progress against our commitments and objectives, and to include these in the EDI action plan that accompanies our strategy.
- To communicate in accessible ways to all who come into contact with Orwell and ensure the voice of all colleagues and customers is heard
- To share information and resources internally and externally about the work we do to deliver on our EDI commitments.
- To achieve 100% compliance in terms of all policies and procedures having a completed Equality Impact Assessment that clearly outlines any positive or negative impacts and mitigates these.
- To adopt procurement practices that ensure contractors and suppliers demonstrate, as far as is possible, a genuine culture of inclusion and equality of opportunity that aligns with our own.
- To maintain and monitor fair and transparent recruitment, succession and reward practices and constantly explore new ways to make these accessible
- To ensure opportunities for learning, development and progression are fully inclusive with every colleague able to give their best and reach their potential
- To embed Fairness, Respect, Equity, Diversity Inclusivity and Engagement in all our policies, processes and in all that we do, ensuring they are all accessible, concise and easy to understand.
- To partner with external organisations and networks that reflect our diverse communities to further knowledge, share resources, gain more understanding of what constitutes total inclusivity as well supporting other organisations and individuals to achieve the same level of equality for which we strive.
- To seek external platforms to share our passion for inclusivity and ensure we are acting proactively as allies rather than passive supporters
- To facilitate an EDI group (FREDIE) who will act as champions and will question, query, support and challenge the organisational approach and to expand the group to include sub-groups and ambassadors ie LGBTQ+ group; carers group.
- To provide a FREDIE group representative to feed into the Employee Voice EDI standing agenda item, ensuring all colleagues voices are heard.
- Wherever possible, to take action in response to feedback and to communicate changes made.
- To ensure EDI is part of our ongoing Learning and Development and is a mandatory course for all new starters, with ongoing learning available to all
- To celebrate special interest days
- To gain accreditations that support inclusivity and maintain membership and association with bodies that further our aims and create a peer support group.
- Through implementation of this policy and the EDI strategy and awareness raising from induction, through learning and across our values, to ensure psychological safety and comfort in being authentic for everyone coming into contact with Orwell.