

Happy Healthy Together CIC



Equality, Diversity and Inclusion Policy

Introduction

Happy Healthy Together CIC is committed to promoting equality, diversity, and inclusion in all areas of our work. We believe that a diverse and inclusive environment not only enriches our community but also enhances our ability to deliver effective and creative projects. We are dedicated to ensuring that all individuals, regardless of their background, have the opportunity to participate and thrive in our initiatives.

Purpose

This policy outlines our commitment to ensuring equality, diversity, and inclusion in our operations and activities. It serves as a framework for creating a supportive environment where everyone feels valued and respected.

Scope

This policy applies to all employees, volunteers, participants, and partners of *Happy Healthy Together CIC*.

Principles

1. **Equal Opportunities:** We ensure equal opportunities for all, without discrimination based on age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or any other characteristic.
2. **Diversity:** We recognise and value the differences that each individual brings to our organisation. We aim to reflect the diversity of the communities we serve in our workforce and participant base.
3. **Inclusion:** We strive to create an environment where everyone feels included and able to participate fully. We actively seek to eliminate barriers to participation and ensure accessibility for all.

Commitments

- **Recruitment and Retention:** We are committed to fair and inclusive recruitment processes. We aim to attract, recruit, and retain a diverse workforce that reflects the communities we serve.
- **Training and Development:** We provide ongoing training and development opportunities to raise awareness and understanding of equality, diversity, and inclusion issues. This includes equipping our staff and volunteers with the skills to support an inclusive environment.
- **Project Delivery:** We design and deliver our projects with inclusivity in mind, ensuring that they are accessible and welcoming to all participants. We seek feedback regularly to improve our practices.
- **Anti-Discrimination:** We do not tolerate any form of discrimination, harassment, or bullying. We have clear procedures in place for reporting and dealing with such incidents promptly and effectively.

Responsibilities

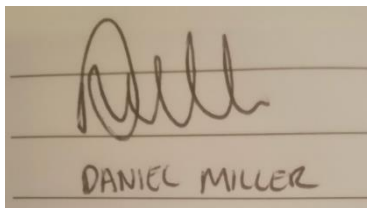
- **Leadership:** Our leadership team is responsible for ensuring that this policy is implemented and regularly reviewed. They will lead by example in promoting equality, diversity, and inclusion.
- **Staff and Volunteers:** All staff and volunteers are expected to adhere to this policy and contribute to a positive and inclusive environment.
- **Participants:** We encourage all participants to respect and uphold the values of equality, diversity, and inclusion in their interactions with others.

Monitoring and Review

We will regularly monitor and review this policy to ensure it remains effective and relevant. Feedback from staff, volunteers, participants, and partners will be sought to continually improve our practices. This policy will next be reviewed around 14/12/2025.

Contact Information

If you have any questions or concerns about this policy, please contact Daniel Miller, Director, info@happyhealthytogether.co.uk

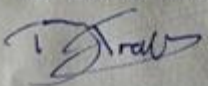


DANIEL MILLER

Signed:

Date: 14/12/2024

Signed:

Mr David Trotter


Date: 14/12/2024