

1.11 EQUALITY, DIVERSITY & INCLUSION (ED&I) POLICY**Review by 5/1/2027****1. Policy Statement**

The Lake District Calvert Trust is committed to promoting equality, valuing diversity, and creating an inclusive environment for all. We aim to ensure that everyone is treated fairly, with dignity and respect, and that no individual is disadvantaged through discrimination, harassment, or exclusion.

This policy supports our commitment to being an accessible and welcoming organisation for staff, volunteers, visitors, customers, and service users.

2. The Trust's Definition of Equality, Diversity and Inclusion

- **Equality** ensures that every individual has equal opportunities, regardless of their background, identity or experience.
- **Diversity** recognises that, although people have things in common with each other, they are also different in many ways.
- **Inclusion** is a behaviour where differences are seen as a benefit, and where perspectives and differences are shared, leading to better decisions.

3. Why is Equality, Diversity and Inclusion important to us?

- ED&I is a core part of living our values at LDCT and creating a positive culture.
- As a charity our mission is about inclusion for people living with disabilities.
- ED&I leads to better decision making and improved outcomes.

4. Purpose

The purpose of this policy is to:

- Promote equality of opportunity for all
- Prevent discrimination, harassment, bullying and victimisation
- Ensure inclusion is embedded in our workplace culture and service delivery
- Remove barriers that prevent people from participating fully
- Meet our responsibilities under relevant equality legislation

3. Scope

This policy applies to:

- All employees and volunteers
- Visitors, participants and service users
- Contractors, suppliers, and partner organisations

It covers all organisational activities including recruitment, employment practices, service delivery, marketing, and partnerships.

4. Commitment to Equality

The Trust will not tolerate discrimination on the basis of protected characteristics including:

- Age
- Disability
- Biological sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race

- Religion or belief
- Sexual orientation

We also recognise that disadvantage can occur due to factors such as socio-economic background, mental health, language barriers, or caring responsibilities.

5. Our Commitments

We will:

- Treat all individuals fairly and with respect
- Provide equal access to opportunities, services, and facilities
- Make reasonable adjustments to support disabled people
- Promote inclusive behaviour and challenge prejudice
- Ensure recruitment and progression decisions are based on merit
- Provide training to support inclusive practice
- Respond promptly to complaints of discrimination or harassment

6. Roles and Responsibilities

Our leadership team, including trustees, senior leaders and managers.

Leaders are responsible for:

- Promoting a culture of inclusion
- Ensuring fair decision-making
- Addressing inappropriate behaviour promptly
- Monitoring progress and ensuring accountability

Our people, including employees and volunteers.

All staff and volunteers are responsible for:

- Treating others with respect
- Supporting inclusive practice
- Reporting discrimination, bullying, or harassment
- Following the Trust's Code of Conduct

7. Reporting Concerns

Discrimination, harassment, bullying, and victimisation will not be tolerated. Any concerns should be reported through line managers and the leadership team. Reports will be taken seriously and handled fairly and confidentially where possible.

For serious concerns or where the leadership team cannot be approached, concerns can be raised with trustees and regulators as per the Trusts Whistleblowing Policy.

8. Monitoring and Review

This policy will be reviewed and updated annually by the leadership team and every 3 years by the Board of Trustees to reflect changes in legislation, organisational priorities, or feedback.

This policy has been reviewed and approved as follows:

Board of Trustees	Nominations Committee	Chief Executive
4 th November 2023	12 th July 2023	6 th January 2026
Period of Review		Annually