



Equality, Diversity and Inclusion Policy

March 2026

Last review completed by:

Board of Trustees

Date of last review:

March 2026

Next review due:

March 2027

Document owner:

J Holmes

Distribution list:

Board of Trustees

1. Introduction

Both Sides Foundation is committed to promoting equality, diversity and inclusion in all areas of its work. We recognise that individuals and groups in society can experience discrimination, exclusion or disadvantage, and we are committed to challenging this wherever it occurs.

This policy supports our obligations under the Equality Act 2010 and reflects our wider moral and social responsibility to promote fairness, dignity and respect. We aim to ensure that everyone who engages with the Foundation — whether as a participant, volunteer, trustee, practitioner or partner — is treated fairly and without discrimination.

We will take active steps to remove barriers, challenge prejudice and create inclusive environments in which people feel valued and supported.

2. Our Commitment

Equality, diversity and inclusion are central to the values and purpose of Both Sides Foundation.

We are committed to:

- Treating all people with dignity and respect
- Promoting equality of opportunity and valuing diversity
- Eliminating discrimination, harassment and victimisation
- Tackling social exclusion, inequality and disadvantage

We will not discriminate on the basis of any protected characteristic under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We also recognise that people may face disadvantage for reasons not explicitly covered by legislation, such as socioeconomic background, caring responsibilities or past life experiences, and we will take these into account where relevant and appropriate.

3. Aims

Both Sides Foundation aims to:

- Provide services that are accessible and responsive to individual needs
- Promote equality and diversity in volunteering, employment and development opportunities
- Foster inclusive participation in decision-making and service design
- Build effective, respectful partnerships across the communities we serve

4. Objectives

We will work to achieve these aims by:

- Embedding equality, diversity and inclusion principles into our policies, practices and service delivery
- Regularly reviewing our services to ensure they are fair, accessible and inclusive
- Working with communities and partners to understand and respond to different needs
- Ensuring recruitment, volunteering and governance processes are fair, transparent and robust
- Supporting the development and wellbeing of staff, volunteers and practitioners
- Challenging discrimination, prejudice or exclusion when it arises
- Using resources fairly and responsibly
- Being accountable for our actions and decisions

5. Why This Policy Exists

Both Sides Foundation is a people-led organisation. Our work depends on building trust, safety and respect with those we support and those who support our work.

This policy helps ensure that our employment, volunteering, governance and service delivery practices reflect our values and meet the needs of the communities we work with.

6. Implementation

a. Scope and Responsibility

This policy applies to:

- Trustees
- Staff
- Volunteers

- Practitioners and facilitators
- Service users and participants

The Board of Trustees holds overall responsibility for ensuring this policy is implemented and reviewed. Day-to-day responsibility lies with those acting on behalf of the Foundation, who are expected to uphold these principles in their conduct and decision-making.

b. Putting the Policy into Practice

Both Sides Foundation will implement this policy by:

- Making adherence to it a condition of employment and volunteering
- Ensuring all staff, volunteers and practitioners are made aware of the policy as part of induction
- Providing appropriate training and guidance to support inclusive and anti-discriminatory practice
- Reviewing services, communications and events to ensure they are accessible and inclusive
- Taking appropriate action where discrimination or exclusion is identified

7. Monitoring and Review

Both Sides Foundation is committed to the ongoing review and improvement of its equality, diversity and inclusion practices.

The Board of Trustees will review this policy annually, using feedback, monitoring information and learning from practice to inform updates and improvements.

Signed

Signed

Neil Bolding
Position: Chair of Trustees
Date: March 2026

James Holmes
Position: Trustee and Governance Lead
Date: March 2026