

1. Policy statement

Crohn's & Colitis UK are committed to considering equality, diversity and inclusion in all aspects of our work. This policy addresses our work in relation to protected characteristics as defined by the Equality Act.

We comply with the Equality Act across all areas of our organisation and work to promote and advance equality, diversity and inclusion in all our work. Crohn's & Colitis UK is committed to going beyond the minimum legal requirements in the Equality Act and we work towards best and exemplary practice.

We aim to support and represent everyone affected by Crohn's and Colitis regardless of ethnicity, age, disability, gender, sexual orientation, religion or belief. We want to work with the whole Crohn's and Colitis community to improve and inform the direction of our work and projects, support better decision making, ensure that we are reflecting the experiences of everyone with Crohn's and Colitis and improve the accessibility of our information and services.

We believe that ensuring that we have a diverse workforce, including our staff and volunteers, is an organisational strength which enables us to consider different views, experiences and perspectives and helps us to better shape and deliver our work. We will ensure that we are welcoming and inclusive of our workforce.

In particular, our evidence suggests the charity does not engage and work enough with people from ethnic minority backgrounds. Nor is our workforce reflective of the people we serve. We need to do better and we will be proactive in understanding and addressing their needs and priorities. We are determined to be an actively anti-racist organisation.

2. Policy scope

Our EDI policy applies to all staff, volunteers, Trustees and everyone working or contracted on behalf of Crohn's & Colitis UK, either in a paid or voluntary capacity.

We are working to improve equality, diversity and inclusion in all aspects of our work including:

- our published information, tools and other resources, and our helpline services
- our website, social media channels, emails and newsletters
- the research we fund and support
- the ways we work with healthcare professionals and healthcare services
- our policy work and campaigns
- working with our volunteers and local networks
- our fundraising activities and events
- how we use your data and the information you share with us
- and working with our staff.

3. Policy description

Positive Action

We take measures to encourage and support people from diverse groups, or with different needs, to take part in charity activities and to access our services.

As an employer and service provider, we take positive action where we feel or have evidence that people with a certain protected characteristic are at a disadvantage, have different needs that are not being met, or are under-represented.

The aim of these measures is to meet the needs of different groups, encourage them to ensure they are well represented, and to enable participation.

Equal opportunities

Crohn's & Colitis UK is committed to equal opportunities in employment, volunteering, communications, campaigns and service delivery. We use positive changes coupled with appropriate action if required to make sure that nobody who works with the organisation, or uses its services, receives less favourable treatment or is disadvantaged by any of the protected characteristics.

We will also not discriminate, or allow discrimination, according to trade union membership, political beliefs, socio-economic status, responsibility or caring duties for any dependants, residency status, part-time or fixed-term contract status, or any other reason that cannot be shown to be warranted.

We will work to ensure that we do not discriminate either directly or indirectly because of a protected characteristic. We will actively investigate any concerns about any forms of discrimination (including perceived discrimination), harassment or victimisation of anyone with a protected characteristic.

Reasonable adjustments

The Charity has a duty to make reasonable adjustments to facilitate the employment of disabled people. These may include making reasonable adjustments to our recruitment processes or to support disabled people working for us.

We will also make reasonable adjustments where possible to enable disabled people to access our services, activities and events.

As a charity we always need to consider whether such adjustments are within the financial means of the charity.

4. Policy responsibility and accountability

The Board of Trustees is accountable for the EDI policy of the charity. Our People and Organisational Development Committee is responsible for ensuring that the EDI and our people is addressed appropriately. Our Equality, Diversity and Inclusion Advisory Panel will provide expert insight and advice to the Board on EDI issues and action.

Our Senior Leadership Team is responsible for the implementation of this policy across our work including:

- promoting equality, inclusivity and diversity to ensure we represent and meet the needs of everyone affected by Crohn's and Colitis
- ensuring EDI is considered and included in all guidance, policies and processes for all staff and volunteers across all charity activities and that these reflect recognised best practice
- ensuring all staff and volunteers comply with the EDI policy and ensure any concerns are reported and investigated without delay
- and ensuring all staff and Trustees, and relevant volunteers complete appropriate EDI training.

5. Review date

Crohn's & Colitis UK undertakes to review the policy:

- as a minimum every 3 years
- following change in legislation or best practice guidance
- If any changes are required following review of a serious incident or report

Changes to this policy will be approved by the Board of Trustees.

6. Policy date

This policy was agreed by the Crohn's & Colitis UK Board on February 23.

Definitions

Equality, Diversity, and Inclusion

- a. **Equality:** is not about treating everyone the same, instead equality is about treating people fairly according to their needs. This protects people from discrimination on the grounds of protected characteristics.
- b. **Diversity:** Visible and non-visible differences are appreciated and valued in the organisation and its activities. Differences are recognised and managed to make sure everyone's voice can be heard.
- c. **Inclusion:** Positive action is taken to create an organisation where everyone feels able to make the most of our activities, services and employment opportunities.

Protected Characteristics

The following characteristics are protected by the Equality Act 2010:

- a. Age
- b. Disability
- c. Sex
- d. Gender reassignment (the term 'trans' will be used in this document to include a wide-range of identities, including non-binary, as well as those who are or have transitioned)
- e. Sexual orientation
- f. Marriage and civil partnership
- g. Pregnancy and maternity
- h. Race
- i. Religion and belief

In addition, we are also committed to considering the impact of the following additional characteristics in all aspects of our work for people affected by Crohn's and Colitis

- a. Long term conditions
- b. Mental health
- c. Employment status
- d. Residential status
- e. Health literacy
- f. Digital literacy and access