



# Equality, Diversity and Inclusion (EDI) Policy

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## 1. Introduction

The Institute for Social Value (ISV) is committed to creating and sustaining a safe, inclusive and respectful environment for everyone who works with, visits or engages with us. We promote equality, celebrate diversity and uphold the dignity of all individuals.

We recognise our responsibilities under the Equality Act 2010 and other relevant legislation. We also recognise and respond to additional circumstances that may affect people's lives and work, including parental and caring responsibilities, working hours and contract types.

## 2. Definitions

Discrimination is when a person is treated unfairly or prevented from participating due to a protected or personal characteristic.

Harassment is behaviour that causes someone to feel distressed, humiliated or threatened. This may include making derogatory remarks, teasing or offensive jokes. Harassment is considered a hate crime and may be reported to the police.

## 3. Our Commitments

ISV will:

- Promote the principles of equality, diversity and inclusion in everything we do
- Integrate EDI across our strategy and planning

- Foster mutual respect and good relations across all groups
- Actively prevent and challenge discrimination, harassment and bullying
- Provide relevant training to staff and volunteers
- Meet legal duties under equality legislation, including the Public Sector Equality Duty
- Ensure all staff and contractors are aware of and have access to this policy
- Make reasonable adjustments to support an inclusive working environment
- Set and review equality objectives and report on progress
- Review this policy and related documents regularly
- Respond promptly and appropriately to any breaches of this policy
- Require contractors and collaborators to uphold our EDI principles

#### **4. Scope**

This policy applies to:

- All ISV staff and volunteers
- Contractors, consultants and visiting professionals
- Suppliers and collaborators
- Members, supporters and guests using ISV spaces or services
- Any individual acting on behalf of ISV

#### **5. Application**

This policy covers:

Employment

- Recruitment and selection
- Promotions
- Role evaluation and grading
- Training and development
- Grievance, discipline, dismissal and redundancy procedures

Working with Contractors

- Service delivery

- Consultancy
- Access to workspaces and events

All requirements related to equality and diversity will be considered objectively and reasonably accommodated.

## **6. Roles and Responsibilities**

Everyone at ISV must uphold the principles of this policy and behave in a way that supports equality and inclusion.

All staff, volunteers and contractors must:

- Challenge inappropriate behaviour
- Avoid inciting or colluding with discrimination or exclusion

Managers and supervisors must:

- Promote EDI in their teams
- Respond swiftly and fairly to concerns
- Ensure staff and contractors know how to report concerns safely
- Ensure those who report concerns are protected from victimisation

## **7. Breaches of Policy**

Breaches of this policy are taken seriously and may lead to disciplinary action, up to and including dismissal. Under the law, individuals can be held personally liable for discriminatory actions and may face legal action in addition to internal consequences.

## **8. Complaints**

Staff and volunteers who believe they have been discriminated against, harassed or unfairly treated should raise this with their manager or HR lead. We are committed to dealing with concerns in a fair, confidential and supportive way.

## **9. Confidentiality**

All information disclosed in relation to equality and diversity matters will be handled with strict confidentiality and in line with our data protection policy.

## **10. Publication and Accessibility**

This policy is available on our website and internal wiki. On request, we can provide it in alternative formats such as large print or Braille.

## **11. Monitoring and Review**

We will collect and monitor data to support the delivery of this policy, in line with our data protection responsibilities. The policy will be reviewed regularly to ensure it reflects current legislation and best practice.

### **Policy Details**

Policy owner: The Institute for Social Value

Responsible person: Clare Bentley, Finance & Administration Senior Executive

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Last review date: June 2025

Next review date: June 2026

# Relevant Legislation and Standards

This policy is informed by the following:

- Equality Act 2010 <https://www.legislation.gov.uk/ukpga/2010/15/contents>
- Human Rights Act 1998 <https://www.legislation.gov.uk/ukpga/1998/42/contents>
- Employment Rights Act 1996 <https://www.legislation.gov.uk/ukpga/1996/18/contents>
- Public Sector Equality Duty (part of the Equality Act 2010, Section 149)  
<https://www.legislation.gov.uk/ukpga/2010/15/section/149>
- Protection from Harassment Act 1997  
<https://www.legislation.gov.uk/ukpga/1997/40/contents>
- Health and Safety at Work etc. Act 1974  
<https://www.legislation.gov.uk/ukpga/1974/37/contents>
- Data Protection Act 2018 (incorporating GDPR)  
<https://www.legislation.gov.uk/ukpga/2018/12/contents>