



**Equality, Diversity
and Inclusion
Policy**

Policy Statement

Bexley Moorings Project recognises that, in our society, power is not held equally and that groups and individuals have been, and continue to be, discriminated against on many grounds.

Bexley Moorings Project also recognises that where direct and indirect discrimination occurs within the project, it is both morally and legally unacceptable.

The purpose of this Policy is to set out clearly and fully the positive action Bexley Moorings Project intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and its relationships with other bodies.

The Legal Framework

The Equality Act 2010 replaced existing anti-discrimination laws to simplify and strengthen equality law, removing inconsistencies and making it easier for people to understand and comply.

Through the areas detailed within this Policy we set out how we intend to comply with our obligations as an employer and a service provider as defined within the Act. Stakeholders also need to have a clear understanding of what is conferred on them by the Act.

Everyone has a right to be treated fairly at work or when using services. Discrimination means treating someone "less favourably" than someone else, because of

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These are called 'protected characteristics'.

Less favourable treatment can be anything that puts someone with a protected characteristic at a disadvantage, compared to someone who does not have that characteristic.

There's no legal definition of 'putting someone at a disadvantage'. But it might include:

- excluding someone from opportunities or benefits
- making it harder for someone to do their job
- causing someone emotional distress
- causing someone financial loss

It can still be discrimination even if the less favourable treatment was not intended.

When less favourable treatment might not be discrimination

Sometimes, less favourable treatment can be justified and is not unlawful discrimination.

For example:

- positive action – to help a disadvantaged or under-represented group
- objective justification – when an employer can prove a legitimate need for less favourable treatment
- a disability exception – to specifically recruit a disabled person without the risk of disability discrimination
- occupational requirement – recruiting someone with a certain protected characteristic to do a particular job

The organisation commits to:

- Encourage equality, diversity and inclusion in the workplace
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees (including the Board and volunteers) about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Provide regular access to training to equip staff on better understanding of challenges those discriminated face and how to be equitable in their practice.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law. When recruiting all adverts and application forms should encourage inclusivity.

- Monitor the make-up of the workforce including Board, paid staff and volunteers regarding information such as age, sex, ethnic background, sexual orientation, religion or belief and disability in encouraging equality, diversity and inclusion and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy and any supporting action plan are working in practice, reviewing them annually and considering and taking action to address any issues.

Staff to be reviewed on EDI training and be expected to complete this annually.

Implementation

Family and young people

Bexley Moorings Project will continue to provide activities, guidance and assistance for vulnerable and isolated young people within Bexley and work with their families and other professionals to ensure best outcomes for them.

The Project will take action to ensure that access is open through a strong network of contacts in the local community and additional support will be offered to aid engagement including:-

- a. support from male/female staff, as appropriate, when special circumstances require us to do so or at the request of the young person.
- b. those requiring extra support for example with learning needs are supported in engagement
- c. regular review our Diversity policy and update when appropriate.

Feedback

All accessing Bexley Moorings Project will receive information and the opportunity to review our approach to tackling diversity and our expectation of their role in respecting our beliefs. Anyone experiencing discrimination is encouraged to inform the Chief Executive.

All reports, whether in person or writing, will be fully investigated and in a timely manner as laid out in our Complaints Handling Policy. If the discrimination is coming from the Chief Executive, then the complainant should go straight to the leader of the Board.

A safe environment will be identified to hear information. The result of the investigation will be shared with those who raised it including actions to be taken.

If it is felt this does not provide a resolution, the person who has experienced discrimination or harassment is encouraged to take this to Bhavin Patel, Chair of the Board.

Policy Date

This policy was agreed and disseminated on
annually or when there are substantial organisational changes.

and will be reviewed

Signed:

A handwritten signature in black ink, appearing to be 'H. M.' with a large circular flourish at the start.

Date:

2/6/26.

Review Date:

June 2026.

