



Equality, Inclusion and Diversity Policy

At a glance

This policy sets out Harry's Rainbow's commitment to equality, diversity and inclusion across our employment, volunteering, governance, partnerships and service delivery. It explains how we will eliminate discrimination, advance equality of opportunity and foster good relations, in line with the Equality Act 2010 and our mission to support bereaved children, young people and families.

Who this policy applies to

This policy applies to everyone who interacts with Harry's Rainbow in any capacity, including employees, workers, trustees, volunteers, beneficiaries, contractors, consultants, agency workers, partner organisations, stakeholders and visitors to our premises. It applies to recruitment and selection, training and development, performance management, promotion, governance, service delivery, partnerships, procurement and day-to-day workplace behaviour.

Policy status

This policy is owned by the Board of Trustees and CEO. It is non-contractual and may be updated or changed by the Board or CEO at any time. Colleagues are reminded that it is their responsibility to keep up to date with policy changes.

Our commitment

Equality means ensuring everyone has fair access to opportunities and resources, recognising that achieving fairness may require different treatment or additional support to address existing barriers. Diversity means valuing and celebrating the differences that people bring, including different backgrounds, experiences, identities, perspectives and ways of thinking. Inclusion means creating an environment where everyone feels valued, respected and able to participate fully.

Legal framework

Harry's Rainbow will comply with all relevant equality legislation and guidance, including the Equality Act 2010, the Human Rights Act 1998, UK data protection legislation and relevant Charity Commission guidance. We prohibit all forms of unlawful discrimination, harassment and victimisation and will take appropriate action where concerns are raised.

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The protected characteristics under the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We also recognise that people may experience overlapping or intersectional forms of disadvantage and will take this into account when reviewing our practices and services.

This policy covers direct discrimination, indirect discrimination, harassment, victimisation, discrimination by association and discrimination by perception. Examples may include excluding someone because of a protected characteristic, applying a policy that disadvantages a particular group without objective justification, or treating someone badly because they have raised or supported a complaint.

Reasonable adjustments and accessibility

We are committed to making reasonable adjustments to remove barriers that may prevent staff, volunteers, beneficiaries or stakeholders from participating fully. This may include providing information in accessible formats, adapting meeting or appointment arrangements, considering flexible ways to access support, making appropriate adjustments to premises or activities, and taking account of cultural, religious or personal approaches to grief and bereavement.

Harry's Rainbow is committed to the principle of equal opportunity in employment, volunteering, service use, and stakeholders.

The terms equality, inclusion and diversity are at the heart of this policy. Equality means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. Inclusion means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. Diversity means the celebration of individual differences amongst the workforce, volunteers, service users and stakeholders. We will actively support diversity and inclusion and ensure that all our employees, volunteers, service users and stakeholders are valued and treated with dignity and respect. We want to encourage everyone associated with our business to reach their potential.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers, including agency workers, volunteers, service users and stakeholders are covered by this policy, and it applies to all areas of our operation including recruitment, selection, training, development, and promotion. These areas are monitored, and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

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Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals at Harry's Rainbow as it seeks to develop the skills and abilities of its people and associates. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee, volunteer, service user and stakeholder to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the charity.

Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, worker, volunteer, service user or stakeholder receives less favourable treatment because of a protected characteristic within the Equality Act 2010 which are race, including colour, nationality, ethnic or national origin and caste; religion or belief; disability; sex; sexual orientation; pregnancy or maternity; gender reassignment; marriage or civil partnership; and age. In accordance with our overarching equal treatment ethos, we will also ensure that no one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or fixed-term employee. The charity's objective is to ensure that individuals are treated solely on the basis of their relevant aptitudes, skills and abilities.

We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity. We do this by publishing this policy on our website and making it available for reading.

Monitoring, training and review

We will collect and review equality-related data where appropriate and lawful, monitor recruitment, retention, progression and service access, and regularly review our policies and practices for equality impact. Personal data will be handled in line with data protection legislation and our Privacy Policy. We will provide EDI training through induction and ongoing development for staff, volunteers, managers and trustees, and we will review this policy annually or sooner if legislation, guidance or organisational needs change.

The policy will be implemented in accordance with appropriate statutory requirements, relevant guidance and good practice. The Board of Trustees provides strategic leadership and oversight for EDI, senior leaders and managers are responsible for implementing this policy and addressing issues

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promptly, and all staff, volunteers and representatives are expected to model inclusive behaviour and treat others with dignity and respect. Management of the charity has the primary responsibility for successfully meeting these objectives by:

- not discriminating in the course of engagement against employees, workers or job applicants;
- not inducing or attempting to induce others to practise unlawful discrimination;
- bringing to the attention of our workforce and volunteers that they may be subject to action under the disciplinary procedure, or other appropriate action, for unlawful discrimination of any kind.

You can contribute by:

- not discriminating against fellow employees, workers, beneficiaries, volunteers, suppliers or members of the public with whom you come into contact during the course of your duties;
- not inducing or attempting to induce others to practise unlawful discrimination;
- reporting any discriminatory action to the management of the charity

The successful achievement of these objectives necessitates a contribution from everyone, and you have an obligation to report any act of discrimination known to you.

If you experience or witness discrimination, harassment, victimisation or any other breach of this policy, you should report it to your line manager, volunteer coordinator, HR contact, Family Liaison Officer, CEO or Chair of Trustees as appropriate. Concerns will be taken seriously, handled confidentially and sensitively, investigated promptly by appropriate personnel and resolved fairly. Where relevant, individuals may also seek external advice or report concerns to bodies such as ACAS, the Equality and Human Rights Commission, the Charity Commission, an Employment Tribunal or the police where criminal activity is suspected.

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