



EQUALITY, EQUITY, DIVERSITY AND INCLUSION POLICY

Context

Compassion UK is committed to fostering a working environment and culture that embraces diversity and includes all, where everyone is treated fairly and respectfully, where everyone feels valued and has equitable access to resources, opportunities, and power to influence and make decisions, regardless of their differences.

Compassion UK's mission is embodied in the phrase: 'Releasing children from poverty in Jesus' name'. We believe God created us in unique ways and want to celebrate this and harness it for our mission.

Our desire is to have a workforce that experiences a deep sense of belonging at Compassion UK, creating an environment where everyone is comfortable expressing and being themselves, where every single person knows their differences are valued and indeed required to accomplish Compassion's mission to release children from poverty in Jesus' name. Where they feel a valued part of the whole.

Purpose

This policy reflects both the culture of Compassion UK and the spirit and intentions of legislation which outlaws discrimination. It sets out our commitment to making sure that:

- no individual receives less favourable treatment that is unlawful on the grounds of age, disability, gender reassignment, marriage or civil partnership, race (*including colour, nationality, ethnic or national origin*), religion, or belief, gender, sexual orientation, and pregnancy and maternity ('protected characteristics' under the Equality Act 2010). Compassion UK has a separate '**Policy on Posts to be held by Christians**' which covers the basis for certain roles to have an occupational requirement for the post-holder to demonstrate an active personal commitment to the Christian faith.
- our employees and volunteers are protected from discrimination including victimisation, harassment (including sexual harassment) and bullying. Compassion UK has a separate '**Anti-Harassment & Anti-Bullying Policy**', which deals with these issues.
- there is no bias in recruitment, retention, training and development.
- we include others from socio-economically disadvantaged backgrounds.
- we have an inclusive and fair policy for people with a criminal record.

Scope

This policy applies to all employees, trustees, volunteers, independent contractors, suppliers, and partners in our supply chain (as relevant) who are all expected to:

- have clear knowledge and understanding of this policy;
- ensure their own actions and behaviours are fair and respect the dignity of others;
- eliminate discrimination by ensuring the practical application of this policy; and
- report incidents of discrimination to an appropriate senior person, such as the Director of People and Culture.

Our Commitments

Culture

Compassion UK commits to:

- maintaining a positive culture throughout Compassion UK, where diversity, inclusion, belonging and respect are at the heart of all our activities.
- using positive action to encourage those who are under-represented to overcome disadvantage.
- ensuring the highest possible standards are achieved in our employment practices.

Recruitment and Selection

Compassion UK commits to:

- recognising that people from different backgrounds can bring fresh ideas and skills and in so doing, build and reinforce a culture that welcomes interest from all sections of the community.
- ensuring that disabled people are given equal opportunity to enter employment or to become trustees or volunteers. In so doing, Compassion UK will fully consider making reasonable adjustments to operating practices, equipment, and premises to ensure that disabled people are not put at a substantial disadvantage due to their disability. Compassion UK recognises the skills and expertise many disabled people hold and the richness of experience they bring to our work and culture and as such are committed to making reasonable adjustments to encourage their full participation.
- ensuring that entry to employment, or the equivalent for trustees and volunteers within Compassion UK, will be determined by personal merit and ability relevant to the purposes of Compassion UK.
- making all employees aware of opportunities for promotions or other roles and encourage application for such roles as they become available. Decisions will be determined on criteria relevant to the objectives of the role, personal merit and ability relevant to the purposes of Compassion UK.
- not excluding household members, close relatives or other connected parties of employees to work or become board members or volunteers. Nevertheless, nepotism will not be allowed and processes will encourage transparency and be managed openly and properly.

Occupational Requirement:

Compassion UK commits to:

- creating an environment which promotes the organisation's Christian ethos and enables people to experience, explore and express the faith-based motivation of Compassion's work. Compassion UK has a separate '**Policy on Posts to be held by Christians**' which sets out how roles are assessed to be promoting the organisation's Christian ethos and are required to demonstrate an active personal commitment to the Christian faith; be in agreement with and committed to respect and uphold and commit to work within Compassion's Christian faith-based ethos, faith statements and values. Compassion UK welcomes people of all faiths and none for all other roles which are expected to respect, uphold, and commit to work within Compassion's Christian faith-based ethos, faith statements and values.

People with a Criminal Record:

Compassion UK commits to:

- an inclusive and fair policy of engaging people with a criminal record but with a blanket ban on:
 - i. unspent cautions and convictions of offences against children as listed in Schedule One of the Children and Young Person's Act 1933 and the Home Office Circular 16/2005 consolidated list of offences which can be used to identify 'a person as presenting a risk or potential risk to children'.
 - ii. individuals who may be disqualified from acting as a trustee of senior manager in a restricted role because of unspent convictions for specified offences involving dishonesty or deception, bribery and money laundering.
- For all other offences, certain factors will be taken into consideration during the assessment of the criminal record to reach a fair and balanced decision. Compassion UK has a separate policy '**Policy on Engaging People with a Criminal Record**' which sets out how our approach toward engaging people with a criminal record.

Learning and development

Compassion UK is committed to:

- providing information and training to all employees, trustees, and (as relevant) volunteers to ensure that they are fully aware of equality, equity, diversity and inclusion issues and their responsibilities related to these areas.
- making opportunities for training, development, and progression available to all employees, who will be supported and encouraged to develop their full potential, so their talents and resources can be fully utilised in the fulfilment of Compassion UK's charitable purposes.

Monitoring and Evaluation

Compassion UK is committed to:

- Monitoring the composition of its workforce including trustees, and those applying to fill vacancies, to evaluate the effectiveness of this policy and identify areas for improvement.

Conditions of Employment

Compassion UK is committed to:

- offering all employees the same terms of employment i.e. the same working conditions; and the same treatment, and disciplinary measures, etc.
- making every effort through reasonable adjustment, retraining or redeployment as appropriate to accommodate the needs of someone who becomes disabled in the course of their employment to enable them to remain in the service of Compassion UK.

Complaints and Redress

Compassion UK is committed to:

- treating all allegations of discrimination, victimisation, harassment and or bullying seriously. Any discrimination is totally unacceptable to Compassion UK and anyone found to be discriminating would face disciplinary action, in accordance with Compassion UK's '**Disciplinary Procedure**' and all practicable steps will be taken to prevent the behaviour continuing. Any person who wishes to raise issues concerning alleged discrimination or unfairness should report to the appropriate senior person, such as the Director of People and Culture. Compassion UK also has a separate '**Whistle-blowing Procedure**' which sets out the whistleblowing channels and response procedures

Definitions

Term	Definition
Bullying	Please refer to Compassion UK's Anti-Bullying & Anti-Harassment Policy .
Disabled People	<p>Disabilities is a broad concept that includes physical, sensory, learning, and mental disabilities and long-standing and fluctuating health issues.</p> <p>The Equality Act 2010 sets out that someone is considered to have a disability if they have a physical or mental impairment, and the impairment has a substantial and long term adverse effect on their ability to carry out their normal day to day activities.</p> <p>People with certain conditions are automatically protected under disability discrimination law:</p> <ul style="list-style-type: none"> • Those who have these conditions (cancer, an HIV infection, multiple sclerosis, a visual impairment) • Those who have a progressive condition that gets worse over time (e.g. Alzheimer's disease, motor neurone disease, muscular dystrophy and Parkinson's).
Discrimination	<p>Unjustified discrimination is where decisions are made (whether consciously or not) that favour certain groups or individuals and thereby disadvantage others because of particular characteristics they have no control over.</p> <p>Unjustified discrimination, whether direct, indirect, associative, or perceptible, is a barrier to equality, equity, diversity, inclusion, and human rights.</p> <p>Direct Discrimination consists of treating a person less favourably than another would be treated in similar circumstances because of a protected characteristic they have.</p> <p>Indirect Discrimination occurs when a policy, rule, process, or procedure applies to everyone but has a disproportionate impact of people with a protected characteristic. It is usually less obvious than direct discrimination and can often be unintentional.</p> <p>Associative Discrimination consists of treating a person less favourably than another because they are associated with a person who has a 'protected characteristic'.</p>

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	<p>Perceptive Discrimination consists of treating a person less favourably than another because others think they have a particular 'protected characteristic' even when they may not actually have that characteristic.</p>
Diversity	<p>Is about understanding that everyone is unique. It recognises, respects, and celebrates the added value that differences bring. Compassion UK aims to harness these differences and create an environment where everyone knows their differences are valued and indeed required to accomplish Compassion's mission to release children from poverty in Jesus' name. Where everyone feels a valued part of the whole and are enabled to reach their full potential.</p>
Equality	<p>The development of practices that eliminate unlawful and unfair discrimination and promote fair and equal opportunity for all.</p>
Equity	<p>Recognises that people, whilst similar in many ways, are also different. Such differences include gender, age, race / ethnicity, sexual orientation, disability, religion and belief, education, economic status, personality, communication style and approaches to how people think and work, amongst other things. These differences can significantly impact access to equality.</p> <p>Equity is not about treating everyone in the same way, as it recognises that people's needs are met in different ways. This involves acknowledging and trying to redress imbalances through differentiated means as necessary and appropriate.</p>
Harassment	<p>Please refer to Compassion UK's Anti-Bullying & Anti-Harassment Policy.</p>
Inclusion	<p>It is about making people feel welcome and accepted, especially those who are socially excluded, marginalised, or under-represented. It is about encouraging participation so that everyone feels valued, respected, and engaged. It involves taking action to remove barriers to participation and enabling a diverse range of people to work together effectively.</p> <p>At Compassion UK, inclusion is an active process that aims to create conditions for everyone to experience a deep sense of belonging. Compassion UK is committed to creating an inclusive environment where everyone is comfortable expressing and being themselves, where everyone feels valued, that their contribution matters, and where they can perform their career best work, regardless of background, identity or circumstances.</p>
Nepotism	<p>The inappropriate hiring or promotion of household members, close relatives or other connected parties of existing employees, board members, or volunteers</p>
Positive Action	<p>These are the steps that Compassion UK can take to encourage people from groups with different needs or from disadvantaged backgrounds to apply for roles at Compassion UK and encourage full participation in its ministry by minimising that disadvantage.</p>

Sexual harassment	Please refer to Compassion UK's Anti-Bullying & Anti-Harassment Policy .
Unspent criminal convictions, offences, and cautions	These are convictions, offences and cautions which have not yet reached a set period as defined by the Rehabilitation of Offenders Act 1974 to be removed from an individual's criminal record and will appear on a basic DBS disclosure.
Victimisation	Please refer to Compassion UK's Anti-Bullying & Anti-Harassment Policy .

Associated Procedures and Documents

- Anti-Harassment and Anti-Bullying Policy
- Code of Conduct
- Disciplinary Policy/Procedure
- Ethos Statement
- Grievance Policy/Procedure
- Policy on Posts to be held by Christians
- Policy on Engaging People with a Criminal Record
- Recruitment and Selection Policy

This policy will be reviewed every THREE years.

Version	Approval date	Approved by	Details
1	01 August 2008	Trustees	Reviewed and superseded by Version 2
2	12 October 2015	Trustees	Reviewed and superseded by Version 3
3	30 November 2018	Trustees	Reviewed and superseded by Version 4
4	28 October 2022	Trustees	<p>The policy has been renamed from the previous 'Equal Opportunities and Diversity Policy'. It now clearly reflects the organisation's commitments. New additions include:</p> <ul style="list-style-type: none"> • going beyond legal minimum and including those from socio-economically disadvantaged backgrounds; • demonstrating alignment with Compassion UK's cultural attributes; • distinguishing 'equality' and 'equity'; and • monitoring and evaluating the composition of the workforce.

Compassion UK reserves the right to review, revise, amend or replace the contents of existing policies and procedures and to introduce new policies and procedures from time to time to reflect the changing needs of the organisation. In cases where policies and procedures or guidelines conflict with related legislation, current related legislation always takes precedence.

Please note: Printing this document may make it obsolete.