



Foundation
Derbyshire



Equity, Diversity &

Inclusion Policy.

Last Updated Oct 2022.



Putting Generosity to Work

We want to see a culture of giving at the heart of life in Derbyshire, helping to create a county where communities are strong, civil society is valued and all individuals have the opportunity to fulfil their potential and be treated fairly and with respect.



1. Our Aim.

- Foundation Derbyshire is committed to encouraging equity of opportunity for all and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.
- We therefore aim to ensure that the values of equity, diversity, inclusion and respect for all inform and are embedded into everything that we do.

2. About Our Policy.

The purpose of this policy is to explain how we:

- Fulfil our obligations under the Equality Act 2010 and other anti-discrimination laws and regulations.
- Go beyond the legal requirements to understand, promote and implement greater diversity, equity and inclusion and ensure that everyone feels involved and included in our plans, programmes and activities.
- Work to eliminate discrimination and encourage and value diversity among staff, volunteers, partners, users of our services, trustees and suppliers, creating an environment which respects and welcomes everyone and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010 (see below for definitions).



3. Our Responsibilities.

- We understand that for equity to be achieved this policy needs to be made understandable to, and embraced by, staff, volunteers, partners, users of our services, trustees and suppliers. It is our responsibility to do all that we can to facilitate, enable and support this.
- All staff, volunteers, partners, users of our services, trustees and suppliers have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.
- Overall responsibility for the implementation of this policy lies with Foundation Derbyshire's Chief Executive and its Trustees.

4. Our Commitments.

- Foundation Derbyshire recognises that an EDI Policy alone is not enough to ensure that diversity, equity and inclusion are central to everything that we do.
- We will seek to create an environment in which the contributions of all staff, volunteers, grant recipients, suppliers, partners, Derbyshire residents and trustees are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice and promote community cohesion within Derbyshire.
- In introducing this policy, we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people to develop EDI awareness and understanding.



- To ensure that we are meeting the aims and the spirit of this policy we will:
 - a. Embed EDI into our strategic planning.
 - b. Discuss and review how well we are implementing this policy, and adjust our practices and action plans accordingly, with regard to Giving & Philanthropy, Grantmaking, Governance, Recruitment & Employment, Marketing, Communications & Engagement and Finance and Operations.
 - c. Assess all new or revised policies and procedures for their impact on EDI.

5. Review and Action.

- We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice. A review will therefore be carried out on a three yearly basis, as a minimum, and any necessary actions taken.



Appendix A: Definitions

1. What we mean by:


Diversity: means people's different experiences, identities and points of view. For the Foundation, our focus is the diverse characteristics and backgrounds of Derby and Derbyshire's population. That includes legally protected characteristics and other things which can affect people's life chances, like appearance, gender identity, caring responsibilities, socio-economic background, or being a migrant, refugee or asylum seeker.

Equity: means everyone, no matter their background or characteristics, getting fair treatment and access to opportunities. This means recognising that some people experience inequality and injustice. For the Foundation, treating everyone the same ('equality') is not enough – we must strive to remove barriers that people face.

Inclusion: means everyone feeling that they belong and are safe, respected and able to take part and realise their potential. For the Foundation, this involves using positive action to listen to and involve people in our work who tend to be under-represented or whose voices tend not to be heard.

2. Protected Characteristics as defined in the Equality Act 2010:

Age: An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group they share the protected characteristic of age. An age group would include "over fifties" or twenty-one year olds. A person aged twenty one does not share the same characteristic of age with "people in their forties". However, a person aged twenty- one and people in their forties can share the characteristic of being in the "under fifty" age range.



Disability: A person has 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 normal day-to-day activities. This section replaces similar provisions in the Disability Discrimination Act 1995 and provisions in secondary legislation made under that Act.


Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Marriage and civil partnership: A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

- a. A person who is engaged to be married is not married and therefore does not have this protected characteristic.
- b. A divorcee or a person whose civil partnership has been dissolved is not married or in a civil partnership and therefore does not have this protected characteristic.

Race: Race is defined as

- a. **Colour:** includes being black or white.
- b. **Nationality:** includes being a British, Australian or Swiss citizen.
- c. **Ethnic or national origins:** include being from a Roma background or of Chinese heritage. A racial group could be "black Britons" which would encompass those people who are both black and who are British citizens. This section replaces similar provisions in the Race Relations Act 1976. However, the power to add caste to the definition of race is a new provision.



Religion or belief: Religion means any religion and a reference to religion includes a reference to a lack of religion.

A religion must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.


A belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief. A “philosophical belief” must:

- a. Be genuinely held;
- b. Be a belief and not an opinion or viewpoint based on the present state of information available;
- c. Be a weighty and substantial aspect of human life and behaviour;
- d. Attain a certain level of cogency, seriousness, cohesion and importance;
- e. Be worthy of respect in a democratic society, compatible with human dignity and not conflict with the fundamental rights of others. Any cult involved in illegal activities is not covered. Beliefs such as humanism and atheism would be covered.

This section replaces similar provisions in the Employment Equality (Religion or Belief) Regulations 2003 and the Equality Act 2006.

Sex:

- a. a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;
- b. a reference to persons who share a protected characteristic is a reference to persons of the same sex.



Sexual orientation: is a person's sexual orientation towards:

- a. people of the same sex as him or her (in other words the person is a gay man or a lesbian)
- b. people of the opposite sex from him or her (the person is heterosexual)
- c. people of both sexes (the person is bisexual).

The definition is designed to replicate the effect of similar provisions in the Employment Equality (Sexual Orientation) Regulations 2003 and the Equality Act 2006. Source: Equality Act 2010 and Explanatory Notes to the Equality Act 2010



Foundation
Derbyshire

Unit 2, Heritage Business Centre,
Derby Road, Belper DE56 1SW

01773 525860

www.foundationderbyshire.org

hello@foundationderbyshire.org

