Equity, Diversity and Inclusion Policy

Winchester Action on the Climate Crisis (WinACC) is a local charity, committed to upholding the principles of equity, diversity and inclusion.

Our vision is: "A just and resilient net zero Winchester District where people live happy, healthy lives in strong communities in harmony with nature and natural resources."

We aim to ensure that we are engaging with people that are representative of society in the Winchester area. This will enable us to support communities that are disproportionately affected by the impacts of climate change. Listening to diverse perspectives and learning from different people's experience will also help us make better decisions and come up with creative solutions to the climate crisis.

1. **Purpose and aims**
   1.1. The purpose of this policy is to set out our approach to equity, diversity, and inclusion and how we will create a safe and inclusive organisation that learns and grows to proactively dismantle barriers, eliminate discrimination, and create equity for our people and those we serve.

2. **The policy aims to ensure we:**
   2.1. Treat everyone with dignity, fairness and respect and recognise individual uniqueness and identity regardless of any protected characteristic, combination of protected characteristics, or any other characteristic(s), socio-economic or demographic factors and/or cultural traits that may expose them to unfair disadvantage.
   2.2. Challenge all forms of unequal, offensive and unlawful treatment.
   2.3. Recognise that certain people are more disadvantaged and address their individual needs to overcome disadvantage and discrimination and ensure equity. This includes acknowledging the additional challenges that may be faced by our people around the world and in different cultures; working to support these individuals and acting equitably to protect their security and safety.
   2.4. Have the leadership, effective management practices and resources in place so that everyone understands the barriers to EDI and the consequences of discrimination.
   2.5. Develop a culture which attracts and retains people from the widest possible range of backgrounds and experiences into all levels of the organisation and create a positive experience for all.

2.6. Design and provide meetings, activities and actions that meet the needs of diverse communities, and which are accessible to all.

2.7. Amplify, value and act upon the voice of lived and learned experience.

3. This policy applies to:

3.1. Anyone working for us. This includes staff, volunteers, interns and trustees. It also relates to job applicants.

3.2. All elements and stages of our work and volunteering.

4. We will:

4.1. Create an inclusive working environment for all staff and volunteers in which the contribution and needs of everyone are fully valued and recognised, and no form of prejudice, bullying, harassment, victimisation, discrimination or offensive behaviour is tolerated.

4.2. Ensure that our recruitment and selection processes are transparent, merit based, fair and accessible to all. This includes volunteering opportunities.

4.3. Treat staff fairly and provide equal opportunities in relation to pay, benefits, training, promotion and other conditions of employment.

4.4. Work to raise awareness of, and provide support for, health, safety, and wellbeing issues

5. Responsibilities

5.1. The Board of Trustees have ultimate responsibility for the policy and are responsible for championing Equity, Diversity and Inclusion.

5.2. The Executive Director is responsible for ensuring compliance with this policy.

5.3. Our people are all responsible for adhering to this policy.

6. Laws and regulations

6.1. This policy supports our compliance with the requirements of relevant UK legislation including *the Equality Act 2010 and The Fair Employment and Treatment (Northern Ireland) Order 1998*. Where legislation outside of the UK is contrary to the commitments of this policy, we aim to apply the highest standard.

7. Monitoring and compliance

7.1. We will collect and monitor diversity-related data to better understand the experiences of our people and identify and remove barriers, ensure our policy is working effectively and allow us to set EDI targets.

7.2. Any breach of this policy will be promptly investigated.

7.2.1. Related policies: Complaints, Harassment, bullying and victimisation, Volunteer.

8. Training and support

8.1. To ensure compliance with the policy, our people will complete EDI training.

Version control

Date	Issue	Status	Description
22 May 2022	1	Approved	By trustee meeting
11th May 2023	2	Approved	By trustee meeting
23 May 2024	2	Approved	By trustee meeting with no changes
20 Nov 2025	3	Approved	By trustee meeting