

Equity, Diversity and Inclusion (EDI) Policy

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1. Our commitment

Soundabout is committed to:

- encouraging equality, equity, diversity and inclusion among its workforce, and eliminating unlawful discrimination.
- Having a workforce truly representative of all sections of society and our stakeholders, and for each employee to feel respected and able to give their best.
- Soundabout - in providing goods and/or services and/or facilities – is also committed against unlawful discrimination of customers or the public.

This policy must be reviewed alongside the Equal Opportunities Policy.

2. Definitions

Equality means ensuring every individual has equal opportunities. By being conscious of and actively challenging bias or prejudice, we ensure no one is treated less favourably because of who they are or what makes them different from others. This requires a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face.

Equity means treating people in ways that make sure they are not unfairly prevented from accessing resources and opportunities nor that others have an unfair advantage. Simply providing the same opportunities to everyone is not an effective way to create equality of outcomes. Equity is about giving people what they need for fair access. It aims to eliminate inequalities to make sure everyone has the chance to realise their ambitions.

Diversity means having differences within an organisation or setting. Diversity recognises that we are all different in many ways. People with differing identities, backgrounds and experiences should all have equitable access to resources and decision-making.

Inclusion means being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and have the opportunity to participate. It is not only about creating a diverse environment, but also about ensuring a culture exists where individuals can be their full selves.

Intersectionality: we all have overlapping identities including – but not limited to – disability, gender, race, religion or belief, sex, class and sexual orientation.

Taking an ‘intersectional’ approach to equity, diversity and inclusion requires us to understand that these multiple forms of discrimination are experienced simultaneously, in different ways by people of different backgrounds.

3. Rationale

Injustice and inequality exist across society. We recognise that implementing an EDI policy to positively impact society, does not always live up to these ethical principles.

It is important to recognise that inequality will not always be visible to people who do not experience it first-hand.

It is necessary for everyone at Soundabout, especially those without direct experience of injustice, to listen, understand, and educate themselves on inequality in order to help overturn it.

To achieve change, we need to recognise and understand how people are excluded and disadvantaged and change their existing ways of working and behaviours.

By removing barriers that exclude people, our organisations are more effective at improving our communities. We all benefit from a more just, equitable and inclusive society.

4. Purpose

This policy’s purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time

2. Not unlawfully discriminate because of the Equality Act 2010 Protected Characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

4. Taking action

Everyone has a role to make sure Soundabout has inclusive spaces for all, reflecting our society’s diversity and the community we serve. It is important that everyone reflects on their own experiences, assumptions and behaviours and is proactively inclusive in creating space for those often excluded.

It is important that we are open and transparent in demonstrating our own commitment to EDI. Soundabout has a working Action Plan to ensure we remain accountable to this commitment (i.e. include EDI practice in funding and bidding activities). Areas covered in the action plan include:

1. Audience Diversity
2. Operational Responsibility
3. Organisational Culture
4. Recruitment
5. User Experience
6. Leadership & Accountability
7. Procurement
8. Marketing
9. Motivation
10. Talent Management

We have a monthly voluntary EDI working group that contributes their talents to help us meet our aims, in addition to EDI weekly discussions at our team meetings.

We also collect and analyse EDI data from our stakeholders on a yearly basis. We also aim to share our continued progress publicly.

Review

	Date	Completed by
First Written	September 2016	Jo Colton
Updated	23/2/2021	Philippa Higginbottom
Next review date	27/04/2022	Kathryn Jennings
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