



Equality and Diversity Policy

Equality Policy for Peace & Grace CIC

1. Introduction

Peace & Grace CIC is committed to promoting equality, diversity, and inclusion. We believe that everyone should have equal opportunities and be free from discrimination, harassment, and victimization. We aim to create an environment where individual differences and the contributions of all our staff, volunteers, and service users are recognised and valued.

2. Scope

This policy applies to all employees, volunteers, trustees, service users, and partners associated with Peace & Grace CIC.

3. Legal Framework

We are committed to complying with the Equality Act 2010 and all other relevant legislation. This policy will be reviewed regularly to ensure it reflects current legislation and best practice.

4. Definitions

- **Equality:** Ensuring everyone has an equal opportunity and is not treated differently or discriminated against because of their characteristics.
- **Diversity:** Recognising, respecting, and valuing the differences in people.
- **Inclusion:** Ensuring that everyone feels valued and included.

5. Policy Statements

- Peace & Grace CIC does not tolerate discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

- We are committed to promoting equality of opportunity and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

6. Responsibilities

- **Board of Trustees:** Overall responsibility for the implementation of this policy.
- **Senior Management Team:** Ensure that the policy is adhered to and report to the Board of Trustees on its effectiveness.
- **All Staff and Volunteers:** Expected to conduct themselves in accordance with this policy and report any instances of discrimination or unfair treatment.

7. Implementation

- **Recruitment and Selection:** Ensure our recruitment and selection processes are fair and equitable.
- **Training and Development:** Provide training to staff and volunteers to raise awareness of equality and diversity issues and to ensure they understand their responsibilities under this policy.
- **Service Delivery:** Ensure our services are accessible and appropriate for all service users and that their diverse needs are considered and met.
- **Communication:** Promote our commitment to equality and diversity through our internal and external communications.

8. Reporting and Monitoring

- **Reporting:** Encourage staff, volunteers, and service users to report any incidents of discrimination, harassment, or victimisation. All reports will be taken seriously and investigated promptly.
- **Monitoring:** Regularly monitor and evaluate our practices and procedures to ensure they are fair and equitable. Collect and analyze data on the diversity of our workforce and service users to identify any areas for improvement.

9. Breach of Policy

Any breach of this policy will be taken seriously and may result in disciplinary action, up to and including dismissal of employees or termination of agreements with volunteers, service users, or partners.

10. Review

This policy will be reviewed annually by the Board of Trustees to ensure it remains relevant and effective. Any amendments will be communicated to all staff, volunteers, and relevant stakeholders.

11. Approval

This Equality Policy has been approved by the Board of Directors of Peace&Grace CIC.

Date: 2/02/2026

P A Palmer

Eunice Nosaye

Florence Ampo

Sheeba Gnana

By fostering a culture of equality, diversity, and inclusion, Peace&Grace CIC aims to create an environment where everyone can thrive and contribute to our mission to support mums every step of the way, offering a haven of resources, community, and encouragement to help mums thrive in their role as a mother. We are dedicated to empowering mums with the strength, knowledge, and support they need to navigate motherhood with confidence, peace, and grace.

For any questions or further information regarding this policy, please get in touch with Patience Palmer at info@peacegrace.co.uk Tel: 07904307194