



St Vincent
de Paul Society

England and Wales

Turning Concern into Action

St Vincent de Paul Society (England & Wales)

Equality, Diversity and Inclusion (EDI) Policy Statement

October 1, 2021

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1 POLICY STATEMENT

Introduction

At the St Vincent de Paul Society (England & Wales), we value, celebrate and embrace Equality, Diversity and Inclusion (EDI).

2 DEFINITIONS

Equality is about making sure that everyone has the same opportunities to achieve the same or similar outcomes. It is not about treating 'everyone the same' but recognising that "one size doesn't fit all" and that services should be tailored to meet individual needs.

Diversity is about respecting, valuing and celebrating people's differences.

Inclusion is about making sure that people feel comfortable to be themselves, that they belong and can reach their full potential without disadvantage or discrimination

3 POLICY

This policy sets out our framework for how SVP want to work and meet our equality duties. It supports our EDI Plan which identifies our equality objectives and the action we will take to achieve them.

4 OUR COMMITMENTS

We want to be an organisation where Equality, Diversity and Inclusion is part of who we are and how we work. We will:

- treat everybody fairly, with dignity and respect
- be tolerant, understanding and not judge others
- comply with our legal and regulatory equality duties, not just because we have to, but because it is the right thing to do and good for our organisation
- take strong action against discrimination, bullying, harassment and hate crime and provide support to anyone who experiences it
- deliver appropriate, accessible and responsive services in-line with our ethos and charitable objectives

- get to know our clients / beneficiaries so we can shape services to meet their needs
- build an inclusive and supportive workplace where every-one can bring their whole self to work and succeed in being their best
- consider how the decisions we make impact on equality, diversity and inclusion
- promote equality, diversity and inclusion with our clients, suppliers and other organisations who we work with.
- ensure the Board of Trustees supports diversity and celebrates difference in all its forms across the Society and through its committee structure fosters a culture that recognises and values individuality.

As an organisation, we aim to embed these commitments in our every-day work. This is the responsibility of board members, our leadership team, employees and others who represent the SVP.

This policy will help us deliver our vision and mission.

Vision 'to love our neighbour as ourselves, is for individuals and families who are in any form of need to have hope, together with a sense of dignity, worth, wellbeing and peace of mind'

Mission 'to seek and find those in need, to help them in a spirit of justice and to tackle the causes of poverty where we can'.

Our approach to EDI is an essential part of our values:

- Christ Centred
- Compassionate
- Respectful
- Generous
- Responsive
- Accountable
- Confidential

5 LEGISLATION AND REGULATION

As a charity, there are legal and regulatory requirements we must meet. The Equality Act 2010 streamlined and strengthened previous equalities' legislation to more effectively tackle disadvantage and discrimination in relation to nine 'protected characteristics':

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

Legislation requires charities to treat all individuals with fairness and respect. We will demonstrate that we understand the different needs of our members, employees and beneficiaries in relation to the protected characteristics and additional support needs in the way we provide services and communicate with them.

6 PROCEDURE

Providing services

SVP aim to provide services in-line with its ethos and charitable objectives that are accessible to the communities we serve and meet their needs. We do this this by:

- providing a range of services that reflect the diverse needs of our customers / beneficiaries
- communicating with customers in a way that suits their preferences

Discrimination, harassment and hate crime

SVP aim to deal promptly and effectively with all aspects of discrimination, harassment, hate related crime and domestic violence by:

- taking a tough stance on hate crime and follow a victim led approach
- have specific Safeguarding policies and procedures for employees and members
- have specific HR policies for employees on how to raise issues of harassment, bullying and other serious concerns including Dignity at Work, Whistleblowing and Grievance Policies.

Recruitment, employment, learning and development

Our People Strategy recognises that key to succeeding long into the future will be our people. SVP will ensure that SVP's leaders advocate our values and behaviours and have the skills, knowledge and courage to challenge and address issues where colleagues are not acting in line with these. SVP Board Members and staff receive mandatory training so that they can advocate SVP's commitment to EDI in their everyday work. SVP will continue to explore how we can keep this up-to-date, relevant and engaging.

Working with other organisations

SVP strongly supports equal opportunity, equal access and positive outcomes for all sections of the community when procuring goods, works and services. We will aim to ensure that organisations which provide services on our behalf comply with equality legislation and promote EDI.

Policy and decision making

As part of our general EDI responsibility, SVP will undertake equality analysis on significant decisions, policies and practices to understand the impact on individuals.

Reporting and monitoring

Key metrics, EDI progress and key measures will be reported to the SVP Board of Trustees.

7 Further information

Members of the public who are dissatisfied with the service they have received or feel that they have been unfairly treated can complain through our External Complaints Policy and Procedure. Information about this can be found on the SVP Website – www.svp.org.uk

Employees who have a concern about an EDI issue relating to their employment can speak to their line manager or contact Human Resources.

SVP Members who have a concern about an EDI issue relating to their membership can download the SVP Members Grievance Policy and follow the procedure.

Formal review date: 2024