



EQUALITY, DISABILITY and INCLUSION POLICY

PROMOTING A SAFER ENVIRONMENT

The following policy has been agreed by the Steering Group, the Representatives and volunteers of the Four Rivers Dementia Alliance and will need to be reviewed in January 2026.

In terms of the Equality Act 2010 (Amendment) Regulations 2023, the purpose of this policy is to demonstrate Four Rivers Dementia Alliance's commitment to providing an inclusive, equitable and fair environment for all.

Four Rivers Dementia Alliance is committed to:

- Promoting an inclusive environment for all those involved, where everyone feels welcomed, where they can be themselves and has the support, they need.
- Ensuring that no volunteer or participant is discriminated against on the basis of age, colour, disability, ethnic origins, gender reassignment, marital status, race, religion, sexual orientation or social background.
- Enabling volunteers and participants to enjoy equal opportunities, to fulfil their potential with reasonable adjustments where appropriate, such as for those with disabilities. Volunteers and participants should be able to work and take part without fear of discrimination or prejudice.
- Ensuring that everyone can contribute to the work of Four Rivers Dementia Alliance and take part in activities promoted by the Alliance.

Four Rivers Dementia Alliance recognises the following responsibilities:

- It is important to develop a culture of listening and consultation with its volunteers and participants.
- It is important to find ways to make sure that everyone can contribute to all activities and events which are promoted.
- It is important to be sensitive to the needs of volunteers and participants, to provide suitable communications and accessible locations for events.

Definitions for the purpose of this policy:

Equity is about recognising that each person has different circumstances, and allocating the appropriate resources and opportunities needed to reach an equal outcome. It is about addressing barriers that can prevent people from thriving and recognising that some people need more or different resources.

Diversity is about recognising people's differences. This includes both protected (the nine mentioned above) and non-protected characteristics (social class) as defined by the Equality Act 2010 (Amendment) Regulations 2023. Considering diversity can mean explicitly monitoring the protected characteristics of identified groups that are under-represented or disproportionality impacted.

Inclusion is about making sure everyone feels involved and engaged, and that the environment that they are in, makes everyone as accepted and comfortable as each other. For example, ensuring inclusion might involve designing physical spaces where all can easily access them.

Protected Characteristics are an individual's characteristics that are legally protected by the Equality Act 2010. These (nine) characteristics include: age, colour, disability, ethnic origins, gender reassignment, marital status, race, religion and sexual orientation.

Each person who volunteers for Four Rivers Dementia Alliance will have access to this policy via the website and agree to abide the guidelines.

Volunteers' responsibility:

Achieving equity, diversity and inclusion is a collective task shared by all of our volunteers, whatever their role or position of responsibility.

All Members must adhere to this policy and are expected to treat colleagues and others with fairness, dignity, courtesy and respect. Should any inappropriate behaviour be encountered, it should be challenged.

Concerns over behaviours or breaches of this Equity, Diversity and Inclusion Policy must be reported to the Chairperson for Four Rivers Dementia Alliance in the first instance.

Chairperson – Elizabeth Hitchins

Signed.....*E Hitchins*.....

Date: January 2024