



CHILDREN'S WORLD

reg. charity no. 1172322

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Operations and Projects Manager – Angela Bolton

Trustees: Chair - Catherine Busby,

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Elizabeth Carruthers, Haggis McLeod,

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www.childrensworldcharity.org

Children's World: Equality, Diversity, and Inclusion (EDI) Policy

1. Policy Statement

Children's World is committed to meeting its legal obligations under the **Equality Act 2010** and the **Human Rights Act 1998**. We place equality, diversity, and inclusion at the heart of every aspect of our provision, ensuring these principles are embedded in the delivery of all activities.

While equality and diversity are linked, we recognise their distinct roles:

- **Equality:** Creating a fairer society where everyone can participate and fulfill their potential, free from discrimination and harassment.
- **Diversity:** Respecting, valuing, and celebrating the unique aspects of individuals, recognising that these differences enrich our society.
- **Inclusion:** Ensuring that every individual feels a sense of belonging and is empowered to participate fully.

2. Protected Characteristics

Children's World is committed to advancing equality of opportunity for everyone, regardless of the nine protected characteristics defined by the Equality Act 2010:

1. Age
2. Disability (including physical, mental, and neurodivergent conditions)
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, and ethnic or national origin)
7. Religion or belief (including lack of belief)
8. Sex
9. Sexual orientation

3. Statutory Duties

This policy outlines how Children's World meets the **Public Sector Equality Duty (PSED)** and general employment law to:

- **Eliminate discrimination, harassment, and victimisation.**
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
- **Foster good relations** between people who share a protected characteristic and those who do not.

Note on Sexual Harassment: In accordance with the *Worker Protection Act 2023*, Children's World takes a "proactive" rather than "reactive" stance, implementing preventative measures to protect staff and volunteers from sexual harassment by colleagues or third parties.

4. Roles and Responsibilities

- **Board of Trustees:** Holds overall legal responsibility for EDI compliance and ensures the charity meets its statutory obligations.
- **Directors:** Responsible for the effective implementation, resource allocation, and rigorous monitoring of this policy.
- **Staff and Volunteers:** Responsible for day-to-day implementation, upholding inclusive practices, and identifying/reporting discriminatory behavior.

5. Strategy and Practical Activity

Marketing and Recruitment

- **Accessible Communication:** We provide materials in alternative formats (large print, audio, Easy Read) and multiple languages as required.
- **Outreach:** We actively engage with "under-represented" groups, including Black, Asian, and Minority Ethnic (BAME) communities, travelers, and those experiencing socio-economic disadvantage.
- **Inclusive Imagery:** Marketing materials will reflect the diversity of the Somerset population and the wider UK.

Employment Practices

- **Reasonable Adjustments:** We proactively identify and implement adjustments for staff with disabilities at all stages, from recruitment to daily operations.
- **Inclusive Hiring:** Interview panels will receive training to mitigate unconscious bias. We utilise **Positive Action** (under Section 158/159 of the Equality Act) to encourage applications from under-represented groups.
- **Support for Carers:** We offer flexible working arrangements to support employees with caring responsibilities.

Activities and Premises

- **Barrier Removal:** We identify and mitigate barriers such as transport costs, childcare needs, or physical access.
- **Safe Environments:** We ensure all venues comply with **Part M of the Building Regulations** and the Equality Act 2010 standards for accessibility.
- **Inclusive Curriculum:** Resource materials are regularly audited to ensure they are free from stereotypes and reflect a diverse world.

6. Dealing with Breaches and Unwanted Conduct

- **Zero Tolerance:** Harassment, victimisation, and discrimination are considered gross misconduct and will lead to disciplinary action.
- **Third-Party Harassment:** We take reasonable steps to prevent harassment of our staff by service users, suppliers, or the public.
- **Reporting:** Staff and participants are encouraged to report concerns to the Designated Safeguarding Lead (DSL) or an EDI lead without fear of reprisal.

7. Legislative Links and Resources

For further guidance, the following statutory resources should be consulted:

- [Equality Act 2010: Guidance](#)
- [Equality and Human Rights Commission \(EHRC\) - Statutory Codes of Practice](#)
- [ACAS: Improving Equality, Diversity and Inclusion](#)
- [Worker Protection \(Amendment of Equality Act 2010\) Act 2023](#)

8. Contact Us

If you have any questions regarding this policy, please contact: **Angela Bolton - Children's World Charity** – info@childrensworldcharity.org **0145 833693**


8. Policy Governance & Control This policy is reviewed annually to ensure it remains compliant with current UK legislation and best practices for the charity sector.

Written By: Angela Bolton – Charity Operations and Projects Manager - Approved by Catherine Busby – Chair of Trustees.

Date Written: This policy was renewed on 3rd March 2026 Version Number: v1.0

Next Review Date: 3rd March 2027

Signature of Authority:



Catherine Busby
Date: 03/03/2028