



QUEEN VICTORIA FUND READING  
CHARITY NUMBER 1212950

# Equality, Diversity, and Inclusion (EDI) Policy

## Policy Statement

QVFR is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of its operations. It believes a diverse and inclusive environment enhances our creativity, innovation, and performance. It is dedicated to creating an environment where everyone feels valued, respected, and supported.

The Equality Act 2010 makes it unlawful to discriminate against individuals based on certain attributes known as *protected characteristics*. This law applies to employment, service delivery, volunteering, and public.

Under the Equality Act 2010, the following characteristics are protected:

1. **Age** – Protection against age-based discrimination.
2. **Disability** – Covers physical and mental impairments with substantial long-term effects.
3. **Gender reassignment** – Protection for individuals transitioning or intending to transition.
4. **Marriage and civil partnership** – Safeguards against unfair treatment due to marital status.
5. **Pregnancy and maternity** – Includes maternity leave and pregnancy-related rights.
6. **Race** – Covers colour, nationality, ethnic or national origins.
7. **Religion or belief** – Includes religious and philosophical beliefs.
8. **Sex** – Protection against discrimination based on being male or female.
9. **Sexual orientation** – Covers heterosexual, homosexual, and bisexual orientation.

## Purpose

The purpose of this policy is to:

- Ensure compliance with relevant equality legislation.
- Promote a culture of respect and inclusion.
- Eliminate discrimination, harassment, and victimisation.
- Foster an inclusive environment where all individuals can thrive.

## Scope

This policy applies to all employees, trustees, contractors, volunteers, and stakeholders associated with the organisation.



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## **Key Principles**

### Equality

Committed to ensuring equality of opportunity for all, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

### Diversity

QVFR values the differences that a diverse workforce brings and actively seek to promote diversity in our development practices.

### Inclusion

We strive to create an inclusive environment where everyone feels welcome, heard, and able to contribute to their full potential.

## **Responsibilities**

- Ensure adherence to this policy.
- Provide training and resources to support EDI initiatives.
- Monitor and report on EDI progress.

## **Implementation**

- Undertake regular training on EDI principles and practices.
- Conducting regular reviews and updates of the policy.
- Encouraging feedback and suggestions from others on EDI matters.

## **Monitoring and Evaluation**

We will regularly monitor and evaluate our EDI initiatives to ensure their effectiveness and identify areas for improvement. This includes:

- Collecting and analysing anonymised demographic data.
- Conducting surveys and feedback sessions where possible.

## **Review**

This policy will be reviewed annually or as required to ensure it remains current and effective.