**Commence CIC Equality, Diversity, and Inclusion Policy**

**1. Introduction**  
Commence CIC is committed to promoting equality, diversity, and inclusion (EDI) among our volunteers and service users. We strive to ensure that all individuals are treated fairly, with dignity and respect, and that discrimination is actively challenged.

This policy aligns with the Equality Act 2010 and covers all nine protected characteristics:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

**2. Scope**  
This policy applies to all volunteers, service users, staff, and stakeholders associated with Commence CIC. It covers all aspects of our work, including recruitment, service provision, training, and interactions within the community.

**3. Commitments**  
Commence CIC will:

* Ensure equal opportunities for all individuals, regardless of their background.
* Foster an inclusive environment where diversity is valued and celebrated.
* Provide reasonable adjustments for those with disabilities.
* Challenge and address discrimination, harassment, or victimisation.
* Promote awareness and training on equality, diversity, and inclusion.
* Regularly review and update this policy to ensure its effectiveness.

**4. Responsibilities**

* **Management & Leadership:** Responsible for implementing and monitoring this policy.
* **Volunteers & Staff:** Expected to uphold the principles of EDI in all interactions.
* **Service Users:** Encouraged to respect the rights and dignity of others.

**5. Reporting & Complaints**  
If any individual experiences or witnesses discrimination, they should report it to [designated contact] for appropriate action. All complaints will be taken seriously, investigated fairly, and handled confidentially.

**6. Review & Monitoring**  
This policy will be reviewed annually to ensure its relevance and effectiveness. Feedback from volunteers and service users will be encouraged to foster continuous improvement.

*Approved by:* Maryam Seyad  
*Date:* 24/02/2025