

## **Equality, Diversity & Inclusion (EDI) Policy**

### **1. Policy Statement**

At Xpact, we believe that equality, diversity, and inclusion are fundamental to a safe, empowering, and respectful mentoring environment — both online and offline.

We are committed to ensuring that everyone who engages with us — regardless of age, background, identity, or circumstances — is treated fairly, valued for who they are, and has equal access to opportunities.

This policy supports our legal and ethical obligations under:

- Equality Act 2010
- Human Rights Act 1998
- Public Sector Equality Duty (where applicable)
- Guidance from KCSIE 2025 and Working Together to Safeguard Children

### **2. Who This Policy Applies To**

This policy applies to:

- All Xpact staff, mentors, volunteers, and board members
- All children, young people, and vulnerable adults accessing services
- Parents, carers, schools, and partner organisations
- Contractors and collaborators working on our behalf

### **3. Our Commitments**

We commit to:

- Treating everyone with dignity and respect
- Promoting fairness, inclusion, and positive representation in all areas of our work
- Creating safe digital spaces that reflect and celebrate diversity
- Challenging discriminatory language, behaviour, or practices
- Removing barriers that may prevent participation or access to services
- Listening to and learning from underrepresented voices

- Taking action where inequality or exclusion is identified

#### 4. Protected Characteristics

Under the Equality Act 2010, it is unlawful to discriminate against someone on the basis of the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

Xpact actively works to ensure that no one is treated unfairly or excluded based on these or any other aspects of identity, background, or circumstance.

#### 5. Inclusive Practice in Our Work

##### a. Recruitment and Staffing

- We are an equal opportunities organisation.
- Our recruitment process is designed to be inclusive and barrier-free.
- We monitor and review our hiring practices for fairness.
- Staff and mentors receive training on equality, unconscious bias, and inclusive practice.

##### b. Mentoring Services

- We tailor support where needed (e.g. adapting communication, cultural awareness, neurodiversity needs).
- We respect and affirm the identities and lived experiences of all mentees.
- We ensure that content, platforms, and mentor approaches are inclusive and accessible.

### c. Digital and Gaming Environments

- We select platforms that offer moderation, accessibility tools, and inclusive settings.
- We do not tolerate hate speech, discrimination, or harassment in any form.
- All users are expected to uphold respectful conduct.

### 6. Reporting Discrimination or Exclusion

If anyone connected to Xpact feels they have been treated unfairly, excluded, or discriminated against, they are encouraged to:

- Speak to a trusted staff member or mentor
- Use our Complaints Policy or Whistleblowing Policy
- Contact the Designated Safeguarding Lead for support if the issue involves safety or welfare

Concerns will be taken seriously, handled confidentially, and investigated promptly.

### 7. Monitoring and Accountability

We will:

- Collect and review anonymised data on participation, representation, and complaints
- Regularly review policies and practices for unconscious bias or systemic inequality
- Seek feedback from service users, particularly those from underrepresented groups
- Use this insight to improve and adapt our work

EDI is overseen by [Insert Role – e.g. Inclusion Lead or Director], who is responsible for ensuring this policy is actively implemented.

## 8. Policy Review

This policy will be reviewed annually, or earlier if:

- There are changes in legislation
- We identify areas for improvement
- We receive significant feedback from users or stakeholders

Last Reviewed: October 2025

Next Review Due: October 2026

Policy Owner: E Collins

## 9. Related Policies

- Safeguarding & Child Protection Policy
- Code of Conduct
- Whistleblowing Policy
- Complaints Policy
- Recruitment & Induction Policies
- Online Safety Policy