



North Northants Social Enterprise Network

connecting, supporting, promoting

Equality, Diversity and Inclusion Policy

NNSE are committed to fostering an inclusive and diverse environment where all individuals, regardless of their background, identity, or characteristics, feel valued, respected and empowered.

Purpose:

- Ensure that NNSE operates in accordance with equality and diversity principles, laws, and regulations.
- Promote a culture of respect, understanding and acceptance amongst NNSE members, volunteers, staff and stakeholders.
- Eliminate discrimination, harassment, and unfair treatment based on protected characteristics, including but not limited to age, disability, gender, identity, race, religion, sexual orientation and socioeconomic status.
- Encourage active participation and representation from diverse communities within NNSE's activities, events and decision-making processes.

The policy applies to all members, volunteers, staff, contractors, suppliers, and stakeholders associated with NNSE, as well as any activities, events or initiatives organised or supported by NNSE.

Key Principles:

- Equality of opportunity: NNSE is committed to providing equal opportunities for all individuals to participate in its activities, access its services, and benefit from its initiatives, regardless of background or identity.
- Non-Discrimination: NNSE prohibits discrimination, harassment, victimisation, or any other form of unfair treatment based on protected characteristics, both within the organisation and in external interactions.
- Inclusivity: NNSE actively promotes inclusivity by fostering an environment where all voices are heard, valued, and respected, and where diversity is celebrated as a strength.
- Accessibility: NNSE endeavours to make its activities, events, and communications accessible to individuals with disabilities and other accessibility needs, ensuring that barriers to participation are minimised or eliminated.
- Accountability: NNSE holds all members, volunteers, staff, and stakeholders accountable for

upholding the principles of equality, diversity, and inclusion and for challenging discriminatory behaviour or practices.

Implementation:

-Training and Awareness: NNSE provides training and awareness-raising activities to all members, volunteers, staff and stakeholders on equality, diversity and inclusion topics, empowering them to recognise and address discriminatory behaviour and promote inclusivity.

-Policies and procedures: NNSE develops and implements policies and procedures, and guidelines that promote equality, diversity, and inclusion across all aspects of its operations, including recruitment, governance and decision making.

-Monitoring and reporting: NNSE monitors its activities and initiatives to assess their impact on equality, diversity and inclusion and takes corrective actions as necessary. Incidents of discrimination or harassment are reported, investigated, and addresses promptly and impartially.

Representation and Engagement: NNSE actively seeks to include diverse voices and perspectives in its governance structures, advisory groups, and decision-making processes, ensuring that the interests and needs of all communities are considered and represented.

This Equality, Diversity and inclusion Policy will be reviewed periodically to ensure that its effectiveness, relevance and compliance with legal requirements and best practices. Any updates or revisions to the policy will be communicated to all members, volunteers, staff and stakeholders.