



Equality, Diversity & Inclusion Policy

Written by: Bromley Homeless

Date: November 2024

Adopted by Trustee Board on: 6th December 2024

Last update: December 2025

Review date: December 2026



Equality, Diversity and Inclusion Policy

Bromley Homeless is passionate about treating people fairly and as equals. Our Christian ethos of respect and love for all makes this instinctive to us.

Our approach is supported by legislation, as we aim to extend the same equal and fair treatment to our employees, volunteers, service users and all those who come into contact with Bromley Homeless.

Bromley Homeless will investigate and treat any allegation of discrimination that occurs with the utmost seriousness.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all who are accessing or are suitable for Bromley Homeless services, and anyone who undertakes work on behalf of Bromley Homeless including staff, workers, contractors, volunteers and trustees.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

Our commitments

Bromley Homeless commits to:

1. Encouraging equality, diversity and inclusion both as an organisation and as individuals to celebrate diversity and harness its potential to improve the services we provide.
2. Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees, volunteers and service users are recognised and valued.
 - This commitment includes training managers and volunteers with leadership, management or supervisory responsibilities.
 - The aims and importance of this policy will be communicated to all staff and volunteers as part of their induction to Bromley Homeless.
 - This policy will be publicly available on the Bromley Homeless website.

3. Taking complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, service users, suppliers, visitors, the public and any others in the course of the organisation's work.
4. Making opportunities for relevant training and development available to all staff and volunteers to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Making decisions concerning staff and volunteers based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Reviewing employment practices and procedures when necessary to ensure fairness and updating them and the policy to take account of changes in the law.
7. Monitoring the make-up of the employees and volunteers regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
 - Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.
 - All monitoring information will be treated in confidence and will not be seen by people directly involved in the recruitment process and will only be used to provide statistics for monitoring purposes.
 - There is no obligation for employees/volunteers to provide ED&I monitoring information. All applicants will be treated the same whether or not they provide this information.
 - The information you provide will be held in the strictest confidence and adhere to the provisions of the Data Protection Act 2018. Bromley Homeless is committed to protecting the privacy and security of your personal data. For further information please refer to our Privacy Notice, which can be viewed at www.bromleyhomeless.org

Agreement to follow this policy

This equality, diversity and inclusion policy has been approved by the Trustees of Bromley Homeless.

Our complaints procedure for all who are accessing Bromley Homeless services

Details of the organisation's complaints procedure can be found at www.bromleyhomeless.org