

Our equality, equity, diversity and belonging statement

Activity Alliance is committed to being an organisation where people feel they belong and a place they can thrive in. This is whatever your background or personal circumstance. We are proud to be an equitable employer and partner. We expect the same from our partners and colleagues, right across the board and staff team.

We want to be a safe, welcoming, considerate, and responsible workplace. We value diversity as a strength, and we are better with greater equality and inclusion. Our ambitious vision and strong values are embedded in our governance and the development of paid and unpaid staff, trustees and volunteers.

The people who we work for and with make us a reputable organisation to know and trust. Nobody should miss opportunities or feel they do not belong at Activity Alliance.

We are proactive in taking steps to ensure meaningful inclusion for all the people who work for, and with us. We are legally obligated to comply with the general equality duty, as set out in section 149 of the Equality Act 2010. This prohibits discrimination because of the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This policy statement applies to all staff, beneficiaries, trustees, volunteers and our partners.

This policy exists alongside other organisational documents such as Equality, Equity and Diversity Policy, Safeguarding policies, Diversity Inclusion Action Plan and People Plan.

Equality, Diversity, Inclusion and Belonging (EDIB) Policy

1. Policy statement

We are committed to promoting equality, diversity, inclusion and belonging (EDIB) across all areas of our organisation, including our paid and unpaid workforce, learners, partners, services and digital learning environments. Our aim is for our workforce (paid and unpaid) and learners to be truly representative of all sections of society, and for each employee and learner to feel respected, supported and able to give their best. This includes embedding inclusive practice and accessibility into the design and delivery of our learning provision, digital platforms and organisational services.

We believe that equality, diversity, inclusion and belonging are fundamental to our success. It is crucial we work towards a more positive place to work and learn, and better practices must be embedded in everything we do. From recruitment, induction and training, to how we deliver services and interact with each other.

2. Our commitments

We are fully committed to:

- Ensuring all our paid and unpaid workforce, learners and related parties take proactive steps to reduce inequalities and promote inclusion.
- Treating all our paid and unpaid workforce, job applicants and learners equally in all aspects of recruitment, opportunities and progression.
- Creating a working and learning environment that is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
- Recognising and valuing individual differences and the contributions of all.
- Training managers and all our paid and unpaid workforce about their rights and responsibilities under this policy.
- Making opportunities for training, development and progress available to all.
- Embedding accessibility and inclusion into the design of our training products, learning resources and communications.
- Continuously improving the accessibility and inclusivity of our services, learning provision, digital platforms and communications.

We will not condone any form of bullying, harassment, or unlawful discrimination whether engaged in by our paid and unpaid workforce, learners or outside third parties.

3. Building an inclusive culture

Achieving equality, diversity, inclusion and belonging goes beyond meeting legal requirements. We are committed to creating a culture where everyone feels a sense of belonging, is heard, and able to thrive. To ensure this happens, we will:

- Actively promote inclusive and positive language, behaviours and practices across all our work and learning environments.
- Ensure recruitment, promotion and learning opportunities are accessible, transparent and fair.
- Regularly consult with our paid and unpaid workforce, learners and partners to identify barriers to inclusion and address them.
- Encourage innovation, continuous learning and regular review to ensure EDIB principles remain embedded across our culture, services, learning provision and decision-making.

4. Monitoring and data collection

We will collect and analyse data to better understand the diversity of our paid and unpaid workforce and learners, and to identify areas for improvement. This will include monitoring for:

- Recruitment, retention and progression data.
- Participation in learning and development.
- Feedback on experiences of inclusion and accessibility.
- Accessibility, engagement and learner experience across our learning platforms and resources.

All data will be anonymised, handled in line with data protection requirements, and used to inform our decision making and action plans.

5. Accountability and responsibilities

Responsibility for delivering this policy sits with the Activity Alliance EDIB internal group, with annual oversight from Activity Alliance's Board.

- Leaders and managers are responsible for implementing inclusive practices and ensuring that EDIB principles are embedded in their areas.
- All our paid and unpaid workforce and learners are expected to uphold and promote EDIB in their day-to-day behaviour.
- The EDIB internal group will ensure the annual review, monitoring and reporting of EDIB progress, priorities and areas for improvement to the Board, ensuring accountability and transparency.

6. Training and development

We will provide ongoing learning opportunities to develop awareness, confidence and inclusive practice across our paid and unpaid workforce and learners. This includes:

- Induction training for new paid or unpaid staff on our EDIB expectations.
- Ongoing training for managers to support inclusive leadership.

- Opportunities for all our paid and unpaid workforce and learners to build skills in accessibility, inclusive communication and allyship.

We will also support tutors, associates and colleagues involved in learning design and delivery to apply inclusive and accessible practices within training and digital learning environments.

7. Discrimination and prohibited conduct

You must not unlawfully discriminate against or harass others, including current and former employees, job applicants, learners, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace and in all learning environments.

The following forms of discrimination are prohibited under this policy and are unlawful:

- Direct discrimination – treating someone less favourably because of a Protected Characteristic.
- Indirect discrimination – where an individual’s employment or training is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is ‘neutral’.
- Associative discrimination – direct discrimination against someone because they associate with a person with a Protected Characteristic.
- Discrimination by perception – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.
- Harassment – unwanted conduct related to a Protected Characteristic which has the purpose or effect of violating dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. You may complain of such offensive behaviour even if it is not directed towards you personally.
- Victimisation – when an employee is treated less favourably because they have made or supported a complaint or raised a grievance about unlawful discrimination or are suspected of doing so.
- Disability discrimination – this includes direct and indirect discrimination, any unjustified unfavourable treatment because of something arising in consequence of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

8. Reasonable adjustments

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.

If you experience difficulties at work or in learning, this includes barriers relating to digital accessibility, communication methods or accessing online learning content, you may contact us to discuss any reasonable adjustments that would help. Please see our Reasonable Adjustments Policy for more information.

For enquiries or to discuss specific needs, contact info@activityalliance.org.uk or 0808 175 6991.

9. Reporting and addressing concerns

All our paid and unpaid workforce and learners have a duty to co-operate with us to ensure this policy is effective in ensuring equal opportunities and in preventing discrimination, harassment or bullying.

You should report any suspected discriminatory acts or practices or suspected cases of harassment. All allegations must be documented and sent to Activity Alliance for investigation as soon as possible after the incident. Any reports should be directly submitted via email to info@activityalliance.org.uk.

You must not victimise or retaliate against an individual who has made allegations or complaints of discrimination or harassment or who has provided information about such discrimination or harassment. Such behaviour will be treated as potential gross misconduct.

10. Continuous improvement and review

We are committed to continuous improvement in our EDIB approach. This policy will be reviewed annually, with updates informed by:

- Monitoring data and analysis.
- Feedback from staff, learners and partners.
- Developments in legislation and better practice.

Progress, priorities and areas for improvement will be reported to Board to ensure accountability, transparency and continuous improvement.

Version control

Version	Date	Summary of changes	Approved by
1.0	June 2024	Initial policy	SLT
1.1	June 2025	Minor typographical changes and addition of information on how to report and issue	Head of Workforce
2.0	June 2026	Significant revision to align with organisational EDIB approach and CIMSPA feedback	SLT