

V-Aid (Victual Aid)

Equal Opportunities Policy



**V-Aid Equal Opportunities Policy approved by
Trustees on 18/12/25**

The policy will be subject to an annual review.

Signed: *C. Lau* (Christin Lau on behalf of Trustees)



Equal Opportunities Policy

Our Commitment

V-Aid is committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that everyone, regardless of their background, identity, or circumstances, should have the opportunity to participate in and benefit from our programs and activities.

We aim to foster an environment where all individuals are treated with dignity and respect, and we are committed to eliminating discrimination and promoting inclusivity in our organisation.

Scope of the Policy

This policy applies to:

- Staff and Volunteers: All employees, trustees, and volunteers working with or representing V-Aid.
- Beneficiaries: Individuals and communities we serve through our programs, including those engaged through ViCeR projects.
- Partners and Stakeholders: Organisations and individuals collaborating with V-Aid to achieve our mission.

Equality and Diversity Principles

V-Aid is committed to ensuring that no one is treated less favourably based on:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including ethnic or national origin, nationality, or colour)
- Religion or belief
- Sex
- Sexual orientation
- Socioeconomic background

We embrace the unique perspectives and contributions that people from diverse backgrounds bring to our organisation.

Aims of the Policy

1. Promoting Equality:

- Ensure equal access to all our programs, volunteering opportunities, and services.
- Provide appropriate accommodations for individuals with disabilities or additional needs.

2. Valuing Diversity:

- Create an inclusive environment that respects and values differences.
- Actively recruit from diverse communities, including black and ethnic minority groups, veterans, and former inmates.

3. Preventing Discrimination:

- Take proactive steps to eliminate discrimination, harassment, and victimisation.
- Address any reported incidents promptly and fairly.

4. Encouraging Participation:

- Engage underrepresented groups by removing barriers to participation.
- Offer bilingual materials, alternative formats, and accessible communication methods as required.

Implementation

1. Recruitment and Selection:

- Ensure fair and transparent recruitment processes for staff, volunteers, and program participants.
- Encourage applications from underrepresented groups and provide support to ensure accessibility for all candidates.

2. Training and Development:

- Provide training for staff and volunteers to promote awareness of equality, diversity, and inclusion.
- Equip team members with skills to address and prevent discrimination or exclusion.

3. Service Delivery:

- Ensure our programs, including ViCeR projects, are accessible to all beneficiaries, regardless of their background.
- Tailor support and resources to meet individual and community needs.

4. Engagement and Collaboration:

- Work with partner organisations that share our commitment to equality and diversity.
- Actively seek feedback from staff, volunteers, and beneficiaries to ensure continuous improvement.

Monitoring and Accountability

1. Review and Evaluation:

- Regularly review this policy to ensure compliance with legislation and alignment with best practices.
- Monitor the diversity of staff, volunteers, and beneficiaries to identify areas for improvement.

2. Reporting:

- All staff, volunteers, and beneficiaries are encouraged to report any incidents of discrimination or exclusion.
- Reports will be handled promptly and confidentially, with appropriate action taken.

Commitment to Inclusive Growth

At V-Aid, we recognise that promoting equality and diversity is essential to achieving our mission. By creating an inclusive environment, we empower individuals to contribute meaningfully to their communities, fostering resilience, empathy, and shared success.

This policy reflects our commitment to building a fair, diverse, and inclusive organisation where everyone has the opportunity to thrive.