

# **V-Aid (Victual Aid)**

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



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**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)**



# Equality, Diversity and Inclusion (EDI) Policy

## 1. Introduction

V-Aid is committed to creating an inclusive, respectful and supportive environment for all staff, volunteers, trustees, partners, inmates, and beneficiaries. We recognise that valuing equality, diversity, and inclusion (EDI) is essential to achieving our mission: delivering humanitarian relief, supporting vulnerable individuals and families, and reducing reoffending through meaningful rehabilitation and training.

This policy sets out our commitment to promoting equality of opportunity, celebrating diversity, and ensuring that no one is unfairly treated or excluded from our work.

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## 2. Scope

This policy applies to:

- All V-Aid and ViCeR staff, trustees, and volunteers.
  - Inmate and veteran participants in our programmes.
  - Beneficiaries, partners, and contractors.
  - All activities, events, and services delivered by V-Aid.
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## 3. Our Commitments

We are committed to:

### 1. Equality of Opportunity

- Ensuring fair treatment for all, regardless of age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- Removing barriers to participation in our programmes and services.

### 2. Valuing Diversity

- Recognising the strength that different backgrounds, experiences, and perspectives bring.
- Ensuring our humanitarian and rehabilitation work reflects and respects the diversity of the communities we serve, including veterans, inmates, vulnerable families, asylum seekers, and disaster-affected populations.

### 3. Promoting Inclusion

- Creating safe, respectful, and accessible environments across all V-Aid activities, including in prison settings.
- Empowering participants, especially veterans and inmates, to lead and contribute meaningfully to our mission.

### 4. Zero Tolerance for Discrimination

- We will not tolerate harassment, bullying, victimisation, or discrimination in any form.
  - Any concerns raised will be investigated promptly and handled in line with our grievance and safeguarding procedures.
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## 4. Responsibilities

- **Trustees:** Ensure this policy is reviewed, implemented, and monitored across the organisation.
  - **CEO and Management:** Lead by example, integrate EDI into strategy, training, and operations.
  - **Staff and Volunteers:** Uphold EDI principles in daily work, challenge unacceptable behaviour, and report concerns.
  - **Partners and Contractors:** Expected to comply with this policy when working with V-Aid.
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## 5. Implementation

We will:

- Provide EDI awareness and training for staff, trustees, and volunteers.
  - Ensure recruitment, volunteer engagement, and training opportunities are inclusive and transparent.
  - Regularly review practices, communications, and materials to ensure they reflect diversity.
  - Work with prisons, veteran hubs, community groups, and humanitarian partners to embed EDI in all projects.
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## 6. Monitoring and Review

- Progress will be monitored annually by the Trustees.
- Feedback will be sought from staff, volunteers, inmates, and beneficiaries.
- This policy will be formally reviewed every **year** or sooner if legislation or organisational needs require.

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## 7. Statement of Accountability

V-Aid believes that an inclusive approach not only strengthens our organisation but also ensures that those we serve—whether in prisons, in crisis, or within communities—are treated with dignity, fairness, and respect.