

V-Aid (Victual Aid)

Equality, Diversity and Inclusion (EDI) Policy



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approved by Trustees on 13/10/26

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 everyone involved in our work, including trustees, staff, sessional workers, volunteers, participants, beneficiaries and partner organisations. Equality, diversity and inclusion are important to the way we deliver humanitarian support, volunteering opportunities, Community Humanitarian Response activities and our wider charitable work.

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.

2. Scope

This policy applies to:

- Trustees, staff, sessional workers and volunteers.
- Participants and beneficiaries.
- Partner organisations, contractors and others working with V-Aid.
- All V-Aid activities, events, services and Community Humanitarian Response work.

3. Our Commitments

We are committed to:

1. Equality of Opportunity

- Promoting fair treatment and equality of opportunity, including in relation to the protected characteristics under the Equality Act 2010.
- 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, volunteering and Community Humanitarian Response work reflects and respects the diversity of the people and communities we support.

3. Promoting Inclusion

- Creating respectful and inclusive environments across V-Aid activities, taking account of accessibility and individual needs where reasonably practical.
 - Encouraging participants and volunteers to contribute meaningfully to V-Aid's work and, where appropriate, to develop confidence, skills and greater involvement.
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 procedure.

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:** Partners and contractors: Expected to act in a way that is consistent with the principles of this policy when carrying out work on behalf of V-Aid.

5. Implementation

V-Aid will take reasonable and proportionate steps to promote equality, diversity and inclusion across its work. This may include considering accessibility, recruitment and volunteering practices, training needs, communications and the arrangements used when working with partner organisations.

6. Monitoring and Review

The effectiveness of this policy will be kept under review, taking account of feedback, experience, organisational needs and any relevant changes in legislation or guidance. The policy will normally be reviewed annually or sooner where appropriate.

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.