



Diversity, Equity & Inclusion Policy

Purpose:

Repair Share Foyle is committed to fostering an inclusive, respectful, and equitable environment for all employees, volunteers, and stakeholders. We value diversity and aim to ensure that everyone, regardless of background, feels welcomed and supported in our organisation.

Scope:

This policy applies to all employees, volunteers, sub-contractors, and partners involved in Repair Share Foyle’s activities. It covers all work-related interactions, whether in the workplace, at events, or in the community.

All Repair Share Foyle employees share the responsibility of upholding this policy by fostering an inclusive environment and reporting any concerns. We are committed to a culture of trust and accountability and strictly prohibit any form of retaliation against those who raise concerns in good faith.

All employees will be made aware of this policy as part of their induction on appointment.

Reference	Version	Date released	Approved by
RSF-005	1		Caroline McGuinness-Brooks
This policy is communicated and published on the Repair Share Foyle website for all interested parties.			
This policy is communicated and published on the Repair Share Foyle website for all interested parties. The most recent version of this policy is in the Repair Share Foyle electronic handbook.			



Commitments From Repair Share Foyle:

- We do not tolerate discrimination, harassment, or victimisation based on protected characteristics, including but not limited to age, disability, gender identity, race, religion, or socio-economic background.
- We promote equal opportunities in recruitment, training, and career development.
- We provide reasonable adjustments for those with disabilities, neurodiversity, or caring responsibilities.
- We encourage a culture of respect, allyship, and accountability.
- We ensure that breaches of this policy are taken seriously and addressed through appropriate channels.
- We actively work to promote inclusivity beyond our organisation, supporting diverse community engagement.

Legal Compliance in Northern Ireland:

We adhere to:

- The **Equality Act 2010** and the **Fair Employment and Treatment (Northern Ireland) Order 1998**, which outline anti-discrimination protections.
- Recognising all **protected characteristics**, including political opinion and sexual orientation, as defined under Northern Ireland law.
- Meeting the **public benefit requirement** in line with guidance from the Charity Commission for Northern Ireland.
- Providing **regular DEI training** to employees and volunteers to ensure understanding of legal obligations.
- Implementing **clear reporting procedures** for addressing complaints and concerns.
- Establishing **monitoring and review mechanisms** to keep policies up to date with legislative changes.

Community Impact:

As a Community Interest Company, Repair Share Foyle recognises the importance of fostering inclusivity not only within our organisation but also in the broader community. We are committed to:

- Ensuring our services and events are accessible and welcoming to all members of the community.
- Supporting outreach programs that address systemic barriers to inclusion.

Examples of Discrimination:

- **Direct Discrimination:** Refusing to hire or promote someone based on their race, gender, disability, or any other protected characteristic.
- **Indirect Discrimination:** Implementing a workplace policy that disadvantages a specific group, such as requiring all employees to work late shifts without considering those with caregiving responsibilities.
- **Harassment:** Making offensive jokes, comments, or gestures related to a person's ethnicity, gender, or disability.
- **Victimisation:** Retaliating against someone who has reported discrimination or supported another's complaint.

Volunteer-Specific Considerations:

Recognising the significant role that volunteers play at Repair Share Foyle, we ensure:

- Volunteers receive the same protections against discrimination, harassment, and unfair treatment as employees.
- Equal opportunities for skill development and inclusion in decision-making processes.
- Support systems are in place to address any concerns or issues volunteers may face.

Inclusive Language & Accessibility:

To ensure our organisation remains accessible and inclusive for all, we commit to:

- Using clear, inclusive language in all communications.
- Providing reasonable accommodations, such as alternative formats for documents and accessibility adjustments for physical spaces.
- Actively seeking feedback on how we can further improve accessibility and inclusivity.

Roles & Responsibilities:

- **Board & Leadership:** Set strategic direction, allocate resources, and ensure compliance with equality standards.
- **Programme Lead & Future Managers:** Foster inclusive leadership, implement fair policies, and support team members equitably.
- **All Members:** Uphold inclusive behaviours, challenge discrimination, and contribute to a positive environment.

Reporting & Resolution:

Concerns can be raised confidentially with the Programme Lead or a Board member. Issues will be addressed fairly, with support provided to all parties involved.