



EQUALITY, DIVERSITY & INCLUSION POLICY

CONNECT  GROW  THRIVE



EVERYONE BELONGS

Creating an inclusive community where everyone is valued, respected and supported.



CELEBRATING OUR DIFFERENCES

Promoting equality, diversity and opportunity for all.



STRONGER TOGETHER

Removing barriers, encouraging participation and supporting everyone to connect, grow and thrive.

Inspire Community Hub CIC

Equality, Diversity & Inclusion Policy

Version: 1.1

Approved by: **Director**

Effective Date: **April 2026**

Next review Date: **April 2027**

Purpose

Inspire Community Hub CIC is committed to promoting equality, celebrating diversity and creating a welcoming and inclusive environment where everyone feels valued, respected and supported.

Our organisation provides weekly community sessions for adults aged 18 and over, with a particular focus on supporting individuals with disabilities and additional support needs, alongside their carers.

We welcome people from all backgrounds, including those who attend independently, with family members or support workers, and individuals living in supported accommodation or care settings.

This policy outlines our commitment to preventing discrimination, removing barriers to participation and ensuring fair access to our activities, services and volunteering opportunities.

Our Commitment

Inspire Community Hub CIC is committed to:

- Treating everyone with dignity, fairness and respect.
- Providing a welcoming and inclusive environment.
- Promoting equal opportunities for participants, carers, volunteers and staff.
- Challenging discrimination, bullying, harassment and inappropriate behaviour.
- Recognising and respecting individual differences.
- Making reasonable adjustments to support accessibility and participation.
- Encouraging independence, confidence and social inclusion.
- Ensuring our activities reflect the diverse needs of our community.

Everyone deserves the opportunity to connect, grow and thrive.

Equality and Non-Discrimination

Inspire Community Hub CIC is committed to upholding the principles of the Equality Act 2010.

We do not tolerate unlawful discrimination, harassment or victimisation relating to the protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We recognise that individuals may also experience disadvantage due to financial circumstances, caring responsibilities, communication difficulties or social isolation.

We are committed to treating everyone fairly and responding sensitively to individual circumstances.

Accessibility and Reasonable Adjustments

Inspire Community Hub CIC recognises that individuals may have different physical, sensory, cognitive, communication and support needs.

We aim to identify and remove barriers to participation wherever reasonably possible.

This includes:

- Using accessible venues and facilities wherever practicable.
- Considering wheelchair users and individuals with reduced mobility when arranging activities.
- Adapting activities to accommodate different abilities and support needs.
- Providing clear and accessible information.
- Welcoming appropriate support from carers, family members and support workers.
- Considering sensory needs and providing quieter spaces where available.

- Listening to participants and responding to individual accessibility requirements.

We recognise that equality does not always mean treating everyone in exactly the same way. Reasonable adjustments help ensure individuals have fair opportunities to participate.

Diversity and Respect

Inspire Community Hub CIC welcomes people from different backgrounds, cultures, beliefs and life experiences.

We encourage an environment where individuals feel comfortable expressing themselves while respecting the rights and dignity of others.

All participants, carers, volunteers, staff and visitors are expected to:

- Treat others with courtesy and respect.
- Use appropriate and inclusive language.
- Respect cultural, religious and personal differences.
- Avoid discriminatory or offensive behaviour.
- Respect individual choices and personal boundaries.
- Help maintain a welcoming and supportive atmosphere.

Discrimination, bullying, harassment and intimidation will not be tolerated.

Inclusive Activities and Participation

Inspire Community Hub CIC provides creative, recreational, sensory, social and physical activities designed to encourage participation, wellbeing and meaningful connections.

We recognise that individuals have different interests, abilities and confidence levels.

We will:

- Offer a variety of activities to accommodate different interests and abilities.
- Encourage participation without pressure.
- Adapt activities wherever reasonably practicable.
- Promote independence and personal choice.
- Respect individual preferences and decisions.
- Encourage friendships and positive social interactions.

Participation in activities is voluntary, and individuals will be supported to make their own choices wherever possible.

Volunteers and Staff

Inspire Community Hub CIC expects all staff and volunteers to uphold the principles of equality, diversity and inclusion.

Staff and volunteers must:

- Treat participants, carers and colleagues fairly and respectfully.
- Avoid discriminatory language or behaviour.
- Respect individual needs, beliefs and preferences.
- Support reasonable adjustments where appropriate.
- Report concerns about discrimination, bullying or harassment.
- Maintain appropriate professional boundaries.

We aim to provide fair volunteering opportunities, taking account of individual abilities, role requirements and reasonable adjustments.

Financial Inclusion

Inspire Community Hub CIC recognises that financial difficulties can create barriers to accessing community activities.

Where possible, we offer free or reduced-cost attendance to individuals experiencing financial hardship.

Requests for financial assistance will be handled sensitively, respectfully and confidentially.

Further information is available through our Financial Hardship & Free Attendance Policy.

Reporting Discrimination or Unfair Treatment

Anyone who experiences or witnesses discrimination, harassment, bullying or unfair treatment is encouraged to raise their concerns.

Concerns may be reported to the Director or another appropriate member of the Inspire team.

Where a concern relates to the Director, individuals may raise the matter with another director or an appropriate independent person designated by Inspire Community Hub CIC. Such concerns will be handled impartially and confidentially as far as reasonably possible.

All concerns will be:

- Taken seriously.
- Handled sensitively and fairly.
- Considered promptly.

- Treated confidentially as far as reasonably possible.
- Addressed through appropriate action.

Where concerns involve abuse or safeguarding risks, Inspire's Safeguarding Adults & Child Protection Policy will apply.

No individual should be disadvantaged for raising a genuine concern in good faith.

Confidentiality and Privacy

Inspire Community Hub CIC respects the privacy and confidentiality of everyone involved in our organisation.

Personal information relating to disabilities, health conditions, religious beliefs or other sensitive matters will be handled appropriately and shared only where necessary and lawful.

Individuals will not be required to disclose unnecessary personal information to participate in activities.

Review

This policy will be reviewed annually or sooner if there are significant changes to legislation, organisational activities or the needs of our community.

Inspire Community Hub CIC remains committed to building an inclusive community where everyone feels welcomed, valued and supported.

Policy Approval and Authorisation

This policy has been reviewed and approved by the Director of Inspire Community Hub CIC.

Approved by: Kanval Fatima

Position: Director

Date Approved: 8th April 2026

Next Review Date: April 2027

Signature: 