

Emerging Voices - Equality Diversity and Inclusion Statement

Version 2.0

1. Purpose and Core Principles

This Equality, Diversity and Inclusion Framework sets out our vision that Emerging Voices will act in a way that ensures everyone connected to and benefiting from the Charity's activities feels respected, valued, and supported to achieve their full potential. This commitment exists alongside our legal and moral obligations to provide an inclusive environment for our beneficiaries and all those engaged by the Charity including freelancers, students, and volunteers.

Our objectives are that we will:

- Promote, celebrate, and value equality, diversity, and inclusion.
- Attract, retain, and develop a diverse community of staff, volunteers, and beneficiaries
- Foster an inclusive creative environment, advancing the potential of all beneficiaries specifically those with lived experience of mental ill health.

2. Equality Act 2010 and Public Sector Equality Duty

This policy will be supported by Equality Objectives described within the Equality Act 2010, where Public Bodies must have "due regard" to:

- Eliminate all forms of discrimination, harassment, or victimization;
- Advance equality and diversity; and
- Foster good relations between people who share a relevant protected characteristic and persons who do not share it.

The Equality Act 2010 recognizes the following protected characteristics:

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

The duty to have "due regard" means that Emerging Voices will endeavor to:

- Remove or minimise disadvantages suffered by people because of any of the protected characteristics;
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encourage people from protected groups including specifically those with lived experience of poor mental health to participate in creative activities where their participation is disproportionately low.

Having “due regard” means that Emerging Voices must consciously consider the three aims of the general duty in all decision making, including:

- The way we recruit and treat our colleagues and students;
- The way we make and change policies;
- How we deliver services;
- How we commission others to deliver goods and services on our behalf.

3. Scope

3.1 This policy applies to everyone connected to or working for Emerging Voices including Trustees, Freelancers, Students, and external contractors.

4. Statement of policy

- I. It is the policy of Emerging Voices that no individual involved in the project who shares one or more of the Protected Characteristics will receive any less favorable treatment or be disadvantaged by conditions or requirements that cannot be shown to be justifiable.
- II. We recognise that adhering to the Equality Diversity and Inclusion Policy is in the best interests of Emerging Voices and of its stated aims.
- III. This policy and its core principals will inform any recruitment or training opportunities that may be available through Emerging Voices

5. Review

The effectiveness of this policy will be carefully monitored and reviewed by the Emerging Voices Trustees on a biennial basis.

6. Previous versions

Version 1 Nov 2024

Nov 2025