



Equality, Diversity and Inclusion Policy

Purpose and Scope

This document sets out the Equality, Diversity and Inclusion Policy for Growing Resilience in Teens (GRIT) a Charitable Incorporated Organisation registered number 1176272.

GRIT is committed to ensuring that diversity and inclusion are embedded into everything we do. Together we promote a work environment that is inclusive and diverse, and where our people can be themselves.

This policy is shaped by the protected characteristics outlined by the Equality Act 2010 (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sexual orientation).

This policy also reinforces our commitment to providing equality and fairness to all and to ensure that no one receives less favourable facilities or treatment. All individuals engaging with GRIT, whether as trustees, participants, coaches, staff, or volunteers, and all organisations that work with GRIT to provide services for young people, should have equal opportunities to access, deliver, or assess our programmes and services. We are committed to creating an inclusive environment where diversity is valued, and everyone is supported to reach their full potential. We do not tolerate unfair treatment or unlawful discrimination, whether intentional or unintentional, direct, or indirect of any kind.

1. Definitions

This policy covers 3 broad areas:

Equality means treating everyone with fairness and respect and recognising the needs of individuals. It is about addressing existing disadvantage affecting how different people participate in society.

Diversity is about recognising, valuing and taking into account of people's different backgrounds, knowledge, skills, needs and experiences, and encouraging and using those differences to create a cohesive community and effective workforce.

Equal opportunities is the development of practices that promote the possibility of fair and equal chances for all to develop their full potential in all aspects of life and the removal of barriers of discrimination and oppression experienced by certain groups.

2. Our Aims

At GRIT, we are committed to ensuring that all trustees, staff, coaches, volunteers, and participants, along with any individuals involved in the delivery or assessment of our programmes, have equal opportunities to access training, supervision, and related services. The content of our programmes and services reflects the diverse needs of the communities we support.

We strive to be inclusive of individuals of all abilities, ensuring that opportunities are fair and accessible while maintaining the integrity of our coaching and mentoring frameworks. Where applicable, we will make reasonable adjustments or apply special considerations to remove unnecessary barriers.

Discrimination, whether direct or indirect, is not only legally prohibited but goes against our core values. We are committed to creating an environment that actively promotes equality, diversity, and inclusion, ensuring that no individual faces unfair treatment.

We aim to:

- Promote environments where individual differences and contributions of all are recognised and valued.
- Encourage environments that promote dignity and respect for all.
- Not tolerate any form of discrimination, intimidation, bullying or harassment and to take appropriate action for any breach of this policy.
- Promote equality, which we believe is good management practice and make sound business sense.
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so corrective measures may be implemented.
- Encourage everyone to treat others with respect and dignity.
- Regularly review practices and procedures so that fairness is always maintained.

3. Our Commitments

- **Commitment to Inclusion:** GRIT is dedicated to providing equal opportunities for all trustees, staff, coaches, volunteers, and participants in an inclusive and supportive environment.
- **Promoting Diversity:** We actively encourage diversity across all areas of our work, ensuring everyone feels valued and respected.
- **Zero-Tolerance for Discrimination:** We do not tolerate unlawful or unfair discrimination. Anyone found to be acting in a discriminatory manner may face appropriate action, including termination of employment or partnership.
- **Responsibility to Report:** Everyone has a duty to report any concerns about discriminatory behaviour to senior management or trustees.
- **Culture of Respect:** We believe that dignity, respect, and inclusion are essential in creating positive change.
- **Shared Responsibility:** All individuals involved with GRIT are expected to contribute towards making equality and diversity a reality.

4. Dealing with breaches of this policy

GRIT takes seriously any complaints of bullying, harassment, victimisation and unlawful discrimination during any activities associated with GRIT.

Any breach of this policy should be brought to the attention of the leader of the activity where it has occurred, who will then discuss the issue with the CEO and Trustees. Actions to be taken will be decided on a case-by-case basis, will be proportional to the breach in question and should be educational wherever possible. Persistent breaches of this policy will result in removal from GRIT, which applies to all participants in GRIT.

Any breach by a partner organisation will be treated with the same importance and will be discussed with the lead of that organisation and if the behaviour is not remedied, GRIT will seek alternative partnerships. This policy will form part of our arrangements with Partner Organisations.

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- Created by Rebecca Kelly (CEO) on 22/2/25
 - Approved by Dr Louise Randall, Chairman

Signature:

Date:

5/9/2025

Dr Louise Randall

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- Next review date: 3/3/26