

EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT



For an organisation like Reach, equality of opportunity, diversity and inclusion are at the heart of everything we do. We want our charity to be a place where everyone feels welcome and valued, irrespective of their personal characteristics or background. And we want the children and young people we were set up to support to live their lives without limits.

The precise terms of the laws on equality, and the definitions of 'protected characteristics' (that is, the grounds on which it is unlawful to treat people less favourably), vary across the UK and Ireland, although the spirit of it is very similar across. Reach is committed to operating within the letter and the spirit of the law in all the jurisdictions in which we operate.

This policy statement expresses our general approach to matters of equality, diversity and inclusion in all our dealings with our beneficiaries, our volunteers, our staff and with everyone else who comes into contact with our charity. In the unlikely event that there is ever a conflict between our commitments under this policy and our legal obligations in one of the countries we operate in, obviously the legal obligations take precedence.

Our commitments

(1) We will prioritise, as our beneficiaries, children and young people with upper limb differences, because that is who our charity was set up to support.¹ But beyond this focus on our beneficiaries, we will not treat anyone less favourably on the grounds of disability or age.

(2) We will not treat anyone less favourably on the grounds of sex; sexual orientation; religious belief; political opinion; marital or civil status; pregnancy, maternity or family status, including having or not having dependents; gender reassignment or identity (or lack of one); race, including colour, nationality, ethnicity or national origins; or their membership of the Traveller community.²

(3) We believe in living life without limits, and will not make stereotyped assumptions about people's behaviour or interests based on their personal characteristics.

(4) We will take strategic decisions about the charity's work in a way that seeks to minimise inequalities of outcome that arise from financial disadvantage or geographical remoteness.

(5) We commit to improving diversity on the trustee board, so that it better reflects our beneficiaries and the communities they live in.

When things go wrong

If you believe you have been treated unfairly by a representative of Reach, please let us know using our complaints system (or, in the case of employed staff, our grievance procedure) so that we have an opportunity to put things right.

¹ We understand that it is lawful to prioritise this group, despite disability and age both being protected characteristics, based on the terms of these statutory provisions: section 20 of the Disability Discrimination Act 1995 (in Northern Ireland); section 14(b) of the Equal Status Act 2000 (in Ireland) and section 193 of the Equality Act 2010 (in Great Britain).

² This list (plus disability and age, mentioned in the previous paragraph) seeks to cover all the protected characteristics, or grounds, provided for in equality legislation in Great Britain, Northern Ireland and Ireland. We recognise that some categories are not covered in equality legislation in all jurisdictions.

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