



# **BITE BACK Diversity and Inclusion Policy**

## **Purpose**

Bite Back 2030 is committed to promoting equality and preventing discrimination at work. We strive to create an inclusive environment where everyone feels respected and valued. We celebrate diversity and difference, and as an organisation aim to offer everyone an opportunity to offer their best work and develop to their full potential.

## **Scope**

This policy applies to all permanent and temporary employees, youth board members, volunteers, work experience placements, as well as any other personnel associated with Bite Back 2030 and its programmes/activities.

## **Key principles:**

- Bite Back 2030 promotes equality of opportunity for everyone
- We value all our colleagues for their contribution and we celebrate diversity in all aspects of our organisation
- We want to create a genuinely inclusive workplace, where we embrace and value differences of all people engaged with Bite Back 2030
- Bite Back 2030 is against all forms of unlawful and unfair discrimination
- We will not tolerate bullying or harassment in any form. And we will do our best to protect our colleagues and all people engaged with Bite Back 2030 from harassment from third parties and from any kind of negative treatment related to the differences listed below.

## **What is equality, diversity and inclusion?**

**Equality** is about ensuring everybody has equal opportunity, and is not treated differently or discriminated against because of their characteristics, based on:

- Gender or gender identity
- Sexual orientation
- Pregnancy
- Race or ethnicity
- Religion or religious belief
- Culture
- Marital and civil partnership status



- Age
- Educational background
- Physical and mental ability
- Caring responsibilities
- Political opinion
- Physical appearance

**Diversity** is about more than equality. It is about creating a culture which values individual differences. It is about taking account of the differences between people and groups of people, and placing a positive value on those differences. Diversity is something that applies to everyone, and should be part of everything we do.

**Inclusion** is about bringing together and embracing a diverse workforce, creating an environment of involvement, respect, and connection. Here the richness of ideas, backgrounds, and perspectives are utilised to create societal value through diversity of thought.

### **Your responsibilities**

We all have a responsibility to behave in a way that is respectful of other colleagues and the people we engage with throughout our work. We need to understand that our views and opinions may not always be the same as others.

Here are other some things you can do to help create an equal and inclusive workplace:

- Try to understand other people's points of view and help them understand yours
- If you ever see inappropriate behaviour, challenge or report it
- If you challenge others, do so in a respectful way
- Be aware of different cultures and customs, and respect the benefits that diversity can bring
- Respect the confidentiality of the people you work with
- Deal with people in an ethical and lawful way and with respect at all times
- Take responsibility for your own actions
- Look for solutions to problems and try to resolve issues constructively.

### **What if you feel this policy is not being upheld?**

If you believe you have suffered discrimination or been treated less favourably because of any of the above protected characteristics, you should speak with your line manager, the Head of Finance & Operations, or any other senior member of staff who you feel comfortable confiding in..

You may want to try and find an informal resolution initially, but you also have the option of raising the matter formally through Bite Back's 2030 [Grievance Policy](#).



If Bite Back 2030 is made aware that a colleague or any other person engaged with our programmes/activities is subjecting another person to harassment, bullying or discrimination, the issue might be subjected to certain disciplinary measures. Bite Back 2030 will make sure to find the best and most appropriate solution, in accordance with our Safeguarding Policy and supporting procedures.