



Happy Valley Pride Equity, Diversity, and Inclusion Policy

Introduction

Happy Valley Pride is committed to ensuring an inclusive environment, where people can be their true selves in accordance with our values. We are dedicated to taking proactive steps to advance a culture of equity and non-discrimination.

We strive to make our team (staff, trustees and volunteers) diverse and inclusive. As a LGBTQIA+ organisation we are also dedicated to representing the intersectionality of the community, and creating equity amongst groups and people who are disadvantaged.

Our policy's purpose and aims

The purpose of this policy is to set out our approach to equity, diversity, and inclusion and how we will create and maintain a safe and inclusive organisation that learns and grows to proactively dismantle barriers, eliminate discrimination.

This policy is there to guide staff, volunteers, and trustees in all their work, including overseeing work carried out on our behalf by others such as consultants, partners, and suppliers.

The policy aims to:

1. Recognise our legal obligations under the Equality Act 2010, which we see as the minimum standard, which we have to ambition to exceed by being proactive at promoting equity, diversity, and inclusion. Under this Act: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity, race, religion or belief, sex, and sexual orientation are protected characteristics. We will continue to recognise Gender as a protected characteristic.
2. Oppose and challenge all forms of unlawful discrimination including direct and indirect discrimination; discrimination by association; discrimination by perception; discrimination arising from disability; harassment; and victimisation.
3. Treat everyone with dignity, fairness and respect and recognise individual uniqueness and identity regardless of any protected characteristic, combination of protected characteristics, or any other characteristic(s), socio-economic or demographic factors and/or cultural traits that may expose them to unfair disadvantage.



4. Recognise that certain groups and people are more disadvantaged and address their individual needs to overcome disadvantage and discrimination and ensure equity.
5. Develop a culture which attracts and retains people from the widest possible range of backgrounds and lived experiences into all levels of the organisation and create a positive experience for all.
6. Support in the design and delivery of a range of events and projects which are accessible to all and meet the needs of the diverse community we represent.

Our commitments

1. Promote equity, dignity, fairness, inclusion, and respect for all those who work or volunteer for and have dealings with our organisation.
2. Create an environment free of bullying, harassment, victimisation, and unlawful discrimination. Promote equity, dignity, fairness, inclusion and respect for all those who work or volunteer for and have dealings with our organisation.
3. Provide support and take complaints of discrimination, unequal, unlawful, or offensive treatment seriously. Including, ensuring those who witness, or experience it know how, and where, to make complaints and seek support.
4. Ensure that our recruitment, selection, development, and progression processes are transparent, merit based, fair and accessible to all and remove barriers to progression.
5. Make equitable opportunities for learning and development for all staff, as well as for volunteers and trustees, in order for people to develop to their full potential and recognise and use their talents.
6. All staff, trustees and volunteers will be trained in equity, diversity, and inclusion at a level appropriate to their role.
7. Ensure any new and reviewed policies, programmes and decisions to ensure equity and inclusion; and that they comply with the law or any future changes in it.
8. We will collect and monitor diversity-related data to better understand the experiences of our people, ensure our events and projects meet the needs of the diverse community we represent, and identify and remove barriers.



Responsibilities

The Board of Trustees have ultimate responsibility for the policy and are responsible for championing equity, diversity, and inclusion.

Our people (staff, trustees, volunteers) are all responsible for adhering to this policy, and ensuring we work with partners who share our commitment to valuing equity, diversity, and inclusion.

Our disciplinary and grievance procedures

Details of the organisation's grievance and disciplinary policies and procedures can be provided on request by contacting us at info@happyvalleypride.com. The procedures provide information regarding with whom an employee and volunteer should raise a grievance – usually their line manager.

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Review and maintenance

The Equity, Diversity and Inclusion policy was updated in January 2025. It is next due to be reviewed in January 2028. We reserve the right to amend this policy when changes to the relevant legal frameworks apply.