

EQUALITY, DIVERSITY AND INCLUSION POLICY

Evolve Denim Atelier CIC

Effective Date: 7 June 2026

1. Policy Statement

Evolve Denim Atelier CIC is committed to creating and maintaining an environment that is inclusive, respectful, welcoming and accessible to all.

We believe that diversity strengthens organisations, communities and society.

We are committed to ensuring that no individual is treated unfairly, disadvantaged, excluded, harassed or discriminated against because of personal characteristics, background, life experience or circumstances.

We aim to create opportunities that are accessible to all and to promote fairness, dignity and respect throughout all aspects of our work.

2. Purpose of this Policy

The purpose of this policy is to:

- Promote equality of opportunity.
- Encourage diversity and inclusion.
- Prevent discrimination.
- Prevent harassment and victimisation.
- Support fair treatment.
- Promote accessible participation.
- Create a positive organisational culture.
- Comply with legal obligations.

3. Scope of this Policy

This policy applies to:

- Directors
- Staff
- Volunteers
- Associates
- Contractors
- Consultants
- Trainers
- Facilitators
- Placement students
- Participants
- Trainees
- Visitors
- Partner organisations where appropriate

The policy applies across all organisational activities including:

- Recruitment
- Training
- Workshops
- Events
- Volunteering
- Partnerships
- Procurement activities
- Communications
- Digital engagement
- Community programmes

4. Our Commitment

Evolve Denim Atelier CIC is committed to:

- Treating people fairly.
- Respecting individual differences.
- Valuing diversity.
- Promoting inclusion.
- Removing unnecessary barriers.
- Encouraging participation.
- Challenging discrimination.
- Creating safe and welcoming environments.
- Supporting dignity and respect.

We believe everyone should have the opportunity to contribute, participate and succeed.

5. Legal Framework

This policy is informed by relevant legislation including:

- Equality Act 2010
- Human Rights Act 1998
- Data Protection Act 2018
- UK General Data Protection Regulation
- Health and Safety legislation
- Safeguarding legislation

The organisation will seek to remain informed of developments in equality law and good practice.

6. Protected Characteristics

Under the Equality Act 2010, protected characteristics include:

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

Evolve Denim Atelier CIC is committed to ensuring that individuals are not discriminated against because of these characteristics.

7. What Equality Means

Equality means ensuring that people have fair access to opportunities, resources and participation.

Equality does not mean treating everyone identically.

It means recognising that individuals may have different needs and circumstances and ensuring appropriate support and adjustments are available where required.

8. What Diversity Means

Diversity recognises that people bring different experiences, perspectives, skills, backgrounds and ideas. Diversity may include differences relating to:

- Culture
- Ethnicity
- Nationality
- Disability
- Age
- Religion
- Gender
- Sexual orientation
- Socio-economic background
- Education
- Life experience

We believe diverse perspectives strengthen decision-making and innovation.

9. What Inclusion Means

Inclusion means creating environments where people feel:

- Welcome
- Valued
- Respected
- Supported
- Able to contribute

Inclusion requires more than representation. It requires active efforts to remove barriers and encourage meaningful participation.

10. Prohibited Conduct

Evolve Denim Atelier CIC will not tolerate:

- Discrimination
- Harassment
- Bullying
- Victimisation
- Intimidation
- Abuse
- Hate-related behaviour
- Exclusionary conduct

Such behaviour may result in appropriate action being taken.

11. Forms of Discrimination

Discrimination may include:

Direct Discrimination

Treating someone less favourably because of a protected characteristic.

Indirect Discrimination

Applying a policy or practice that disadvantages a particular group without objective justification.

Harassment

Unwanted behaviour that violates dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation

Treating someone unfairly because they have raised concerns or supported a complaint relating to discrimination.

12. Accessibility

Evolve Denim Atelier CIC is committed to improving accessibility wherever reasonably possible.

We will seek to:

- Remove barriers to participation.
- Improve accessibility of information.
- Consider physical accessibility.
- Consider digital accessibility.
- Provide reasonable adjustments where appropriate.

Accessibility will be considered throughout organisational planning and delivery.

13. Reasonable Adjustments

Where appropriate, reasonable adjustments may be made to support participation.

Examples may include:

- Accessible information formats.
- Flexible arrangements.
- Additional support.
- Alternative communication methods.
- Physical access considerations.

Requests will be considered individually and reasonably.

14. Inclusive Communications

We aim to ensure that communications are:

- Respectful
- Accessible
- Inclusive
- Clear
- Free from discriminatory language

Organisational communications should reflect our commitment to equality, diversity and inclusion.

15. Recruitment and Selection

Recruitment decisions will be based on:

- Skills
- Experience
- Qualifications
- Suitability for the role

Recruitment processes should be fair, transparent and non-discriminatory.

Selection decisions will not be based on protected characteristics.

16. Volunteers

Evolve Denim Atelier CIC values the contribution made by volunteers and is committed to ensuring that volunteering opportunities are accessible and inclusive.

Volunteers should:

- Be treated fairly.
- Be treated with dignity and respect.
- Have equal access to opportunities.
- Be supported appropriately.
- Be protected from discrimination and harassment.

Volunteer selection and placement decisions will be based on suitability, organisational needs and safeguarding considerations where applicable.

17. Participants and Beneficiaries

All participants engaging with organisational activities should have equal opportunity to participate and benefit.

We will seek to ensure that programmes are designed and delivered in ways that:

- Promote inclusion.
- Encourage participation.
- Respect individual circumstances.
- Reduce barriers to engagement.
- Support diverse communities.

Where possible, we will consider the needs of individuals who may face barriers to participation.

18. Training and Awareness

Evolve Denim Atelier CIC is committed to promoting awareness of equality, diversity and inclusion.

This may include:

- Staff training.
- Volunteer training.
- Safeguarding training.
- Awareness activities.
- Policy guidance.
- Organisational discussions.

Training will be proportionate to organisational activities and responsibilities.

19. Partnerships and External Relationships

We seek to work with organisations that share our commitment to fairness, inclusion and respect.

Where appropriate, we will encourage partners, suppliers and collaborators to uphold similar standards.

We reserve the right to reconsider partnerships where behaviour or practices conflict significantly with our organisational values.

20. Events, Workshops and Programmes

When planning and delivering activities, we will seek to consider:

- Accessibility requirements.
- Diverse participant needs.
- Venue accessibility.
- Inclusive communications.
- Cultural considerations.
- Health and wellbeing requirements.

Reasonable steps will be taken to create welcoming and respectful environments.

21. Bullying, Harassment and Victimisation

Bullying, harassment and victimisation will not be tolerated.

Examples may include:

- Offensive comments.
- Insulting behaviour.
- Intimidation.
- Unwanted conduct.
- Exclusion.
- Humiliation.
- Threatening behaviour.

Concerns should be reported promptly.

All reports will be considered seriously and handled appropriately.

22. Reporting Concerns

Individuals who experience or witness discrimination, harassment, victimisation or inappropriate behaviour are encouraged to report their concerns.

Concerns may be raised through:

- Directors.
- Programme leads.
- Facilitators.
- Volunteers with designated responsibilities.
- Organisational contact channels.

Reports will be considered fairly, sensitively and appropriately.

23. Responding to Concerns

Where concerns are raised, Evolve Denim Atelier CIC may:

- Investigate the matter.
- Seek further information.
- Implement appropriate actions.
- Provide support where appropriate.
- Review organisational practices.
- Take corrective action.

Responses will be proportionate to the circumstances involved.

24. Monitoring and Continuous Improvement

We recognise that promoting equality, diversity and inclusion is an ongoing process.

We will seek to:

- Review practices regularly.
- Learn from feedback.
- Identify barriers.
- Improve accessibility.
- Strengthen inclusion.
- Promote continuous improvement.

Feedback from participants, volunteers and stakeholders will help inform future developments.

25. Responsibilities

Everyone associated with Evolve Denim Atelier CIC has a role in promoting equality, diversity and inclusion.

Directors

Responsible for:

- Leadership.
- Governance.
- Policy oversight.
- Promoting organisational culture.

Staff, Volunteers and Representatives

Responsible for:

- Treating others respectfully.
- Following organisational policies.
- Challenging inappropriate behaviour.
- Supporting inclusive practices.

Participants and Visitors

Responsible for:

- Respecting others.
- Behaving appropriately.
- Supporting a positive environment.

26. Policy Review

This policy will be reviewed periodically and updated where necessary to reflect:

- Legislative changes.
- Organisational growth.
- Good practice developments.
- Feedback and learning.

The organisation is committed to maintaining a culture of continuous improvement.

27. Contact Information

Questions relating to this policy may be directed to:

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Approved By: Board of Directors, Evolve Denim Atelier CIC