**Equality and Diversity policy**

HopScotch Children’s Charity is committed to inclusion and diversity in everything we do.

**A fairer future for all**

Equality is about creating a fairer society, where everyone is treated with dignity and respect and without discrimination. It is about challenging the environments and processes that limit an individual’s opportunities to succeed.

Diversity is the mix of individuals within society and the workplace. It is about recognising, understanding, and valuing the difference that individuals bring. By embracing these different experiences, skills, ideas, knowledge, and abilities, we can create an organisation that can be extraordinary.

Inclusion is about taking deliberate action to create an environment and culture where everyone feels they belong, can participate, and are valued for their contribution, experience, and perspective. Everyone has a part to play in creating and promoting inclusivity and ensuring it is at the heart of everything we do.

**We believe in a fairer future for all, and we know that we can do much more by working together. We believe everyone has the right to live without fear or prejudice regardless of race, age, gender, disability, sexual orientation, social class, religion, and belief.**

**Everyone should be able to make a full contribution to society in their unique way and live in a world which demonstrates respect and values diversity.**

**Our responsibility**

**HopScotch Children’s Charity complies with the**[Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/15/contents/scotland)  (the “Act”) and understands our duties under it. As an organisation, we would treat any reports of discrimination seriously. Should such a report arise, HopScotch Children’s Charity will investigate, and we will take appropriate action in line with our internal policies and procedures.

**Our principles**

**HopScotch Children’s Charity is committed to doing more than adhering to the Act. We strive to create an inclusive workplace and, in addition to a programme of Equality, Diversity and Inclusion training for our staff and Trustees. All HopScotch Children’s Charity staff and Management Committee members work toward:**

1. **Our Community** - We will value our differences and benefit from our diversity of thought, background, and experience. We will reflect the diversity of those that we work with and for.
2. **Our Behaviours** – Our Leaders will act as role models and champions. Individually and collectively, we will uphold our shared vision and stand up to challenge behaviours that don’t reflect it.
3. **Our Progress** – Data will be central to our decision-making in helping us measure and drive change. We won’t stop listening and learning and will be honest and transparent about our progress.

**Our Vision**

We aim to achieve a more equitable, diverse, and inclusive workforce by ensuring EDI is reflected in our values and embedded in our practices and individual behaviours. We expect third-party suppliers and partners to commit to treating their workforce with dignity and respect and complying with the Act.

Our [**equality impact assessment**](https://www.redcross.org.uk/-/media/documents/about-us/policies/equality-impact-assessment.pdf) (PDF) tool helps us ensure that all critical decisions consider diversity.

. (Add link to PDF)