Balogun Bassey
Community Interest Company

Balogun Bassey CIC - Equality, Diversity & Equal Opportunity Policy

1. Policy Statement

The Balogun Bassey Community Interest Company (CIC) is committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that every individual, regardless of race, ethnicity, gender, disability, religion, sexual orientation, age, socio-economic background, or any other characteristic, should be treated with dignity and respect. We strive to create an inclusive and welcoming environment where everyone feels valued, supported, and empowered to reach their full potential.

2. Objectives

The objectives of this policy are to:

- Outline The Balogun Bassey CIC's organisational responsibilities under the **Equality Act 2010** and the **Public Sector Equality Duty**, ensuring compliance in our activities.
- Prevent unlawful discrimination in all areas of our work, including service delivery, employment, and partnerships.
- Remove barriers to access and inclusion for all individuals involved in our organisation, including staff, independent facilitators, agency workers, volunteers, and service users.
- Enhance the diversity of our organisation and contribute to greater inclusivity within the wider community sector.
- Maintain an environment free from harassment, bullying, discrimination, and victimisation, in line with our **Anti-Bullying and Harassment Policy**.
- Ensure fair and inclusive recruitment and selection processes.

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3. Scope

This policy applies to **everyone** involved with The Balogun Bassey CIC, including:

- Staff, independent facilitators, and agency workers
- Volunteers
- Trustees and board members
- Service users and community participants
- Any external consultants, partners, or organisations working with us

All individuals engaging with The Balogun Bassey CIC are expected to uphold and promote the principles outlined in this policy.

4. Commitment to Equality and Diversity

Balogun Bassey CIC is dedicated to embedding **equality, diversity, and inclusion** within all our activities and services. As a grassroots start-up, we recognise the importance of reflecting and respecting the diverse communities we serve. Our policies, practices, and programmes aim to:

- **Eliminate** discrimination, harassment, and victimisation.
- **Promote** equal opportunities for all.
- **Foster** a culture of respect, understanding, and inclusion.

5. Inclusive Programme Delivery

We ensure that our programmes, workshops, and community engagement activities are accessible to all, including individuals from underrepresented and disadvantaged backgrounds. We are committed to making reasonable adjustments where necessary to support full participation.

6. Fair Treatment of Staff and Facilitators

Although we do not currently have full-time employees, we work with independent facilitators and agency staff. We are committed to **fair and transparent** working practices, ensuring that all individuals engaged with our organisation are treated equitably. Our approach includes:

- **Fair and unbiased recruitment and selection** processes.
- **Equal access** to development and training opportunities.
- **A supportive and respectful** working environment.

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7. Tackling Discrimination and Harassment

Balogun Bassey CIC has a **zero-tolerance approach** to discrimination, harassment, or bullying. All complaints will be taken **seriously** and investigated according to our **grievance procedures**. We encourage open communication and provide channels for reporting concerns confidentially.

7. Conduct and Behaviour

All staff, volunteers, and affiliates are expected to **act professionally** and uphold our values. Unacceptable behaviour includes:

- **Harassment, bullying, or victimisation**
- **Physical or verbal abuse**
- **Discriminatory language or actions**
- **Displaying offensive material**

Such behaviour will be addressed through our **disciplinary procedures**.

8. Training and Awareness

To ensure equality, diversity, and inclusion remain central to our work, we require all employees, volunteers, and facilitators to:

- Complete all **mandatory equality, diversity, and inclusion training** relevant to their role within specified timeframes.
- Follow the correct procedure for reporting any suspected acts of discrimination, whether towards themselves or others.

9. Recruitment and Selection

- All recruitment decisions will be **fair, transparent, and based on merit**.
- Job adverts and descriptions will be free from bias and reflect our **commitment to equal opportunities**.
- Selection panels will include **trained individuals** to ensure non-discriminatory hiring.
- **Applicants with criminal records** will not be unfairly disadvantaged, in line with the **Rehabilitation of Offenders Act 1974**.

10. Legal Compliance

Balogun Bassey CIC complies with all relevant legislation, including:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Work and Families Act 2006**

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We are committed to going **beyond the legal minimum** to create an inclusive environment.

9. Monitoring and Continuous Improvement

We will review this policy **regularly** to ensure it remains effective and relevant to our work. Feedback from facilitators, agency staff, and community members will be encouraged to help us improve our approach to equality and diversity.

10. Conclusion

By upholding the principles of equality, diversity, and inclusion, we are committed to f**ostering a fair, respectful, and inclusive environment** where **everyone can thrive.**

11. Policy Review and Approval

This policy has been approved by the Board of Directors and undergoes an annual review.

Last Review Date: 1 March 2026

Signed by:

Samiat Balogun
Director

Amy Meite
Director