

# BATTLE SCARS CIO EQUITY, DIVERSITY & INCLUSION POLICY

<b>Policy information</b>	
<b>Organisation</b>	Battle Scars
<b>Scope of policy</b>	Applies to all service users, volunteers, members, trustees, staff, services, activities, training and general running of the organisation.
<b>Policy operational date (original)</b>	06/02/18
<b>Date approved by Board</b>	28/10/25
<b>Reviewed on</b> <b>Reviewed by</b>	11/01/26 Jenny Groves - CEO
<b>Amended</b>	No
<b>Policy review date</b>	By 30/06/26 Every 6 months or sooner if required.
<b>Distributing</b>	This policy will be available on the Battle Scars website. It will be a requirement for all trustees and staff to read the policy after appointment or after its review. All volunteers receive training on safeguarding and EDI and are signposted to the Battle Scars policies.
<b>Introduction</b>	<ul style="list-style-type: none"> <li>• Battle Scars strives for high standards, both as a provider of services and as an employer. In so doing, we recognise the need for encouraging diversity and wholeheartedly support a policy of equity in all areas of our work and responsibilities.</li> <li>• This policy provides guidance to enable all who work with or for Battle Scars to comply with anti-discrimination legislation. The policy will also address anti-discrimination issues involving areas that currently fall outside any legislation.</li> <li>• Failure to follow the procedures in the policy may lead to disciplinary or other appropriate action.</li> <li>• Battle Scars aims and objectives will be achieved through action planning, effective monitoring and a willingness to tackle problems where they arise. Through our training, interaction with service users and members and other activities, Battle Scars will ensure those we work with know our statements of policy.</li> <li>• Battle Scars will regularly review the implementation of this Policy and strategy. Where evidence of ineffectiveness is found, immediate remedial action will be taken to ensure implementation.</li> </ul>
<b>Definitions</b>	
<b>Equality</b>	Equality means ensuring every individual has equal opportunities. By being conscious of and actively challenging bias or prejudice we make sure no-one is treated less favourably because of who they are or what makes them different from other people. This requires a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face.

<b>Equity</b>	Equity means ensuring that people are not unfairly prevented from accessing resources and opportunities, and that others do not receive an unfair advantage. Simply providing the same opportunities to everyone is not an effective way to create equality of outcomes. Equity of outcomes is about giving people what they need for fair access instead of giving everyone the same thing. This is about removing inequalities to make sure everyone has the chance to realise their ambitions. For this reason, <b>equity is Battle Scars’ preferred definition and we use this approach in our work.</b>
<b>Diversity</b>	Diversity means having differences within an organisation or setting. Diversity recognises we are all different in many ways. People with differing identities, backgrounds and experiences should all have equitable access to resources and decision-making. In some cases the term “representation” is used linked to how an organisation reflects the society we live in and the communities we serve. Diversity ensures that all people are valued as individuals and are able to maximize their potential and contribution to Battle Scars and to the community. It recognises that people from different backgrounds can bring fresh ideas and a different approach, which can make the way we work and learn more fun, more creative, more efficient and more innovative.
<b>Inclusion</b>	Inclusion means being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about ensuring a culture exists where individuals can be their full selves.
<b>Direct discrimination</b>	Direct discrimination occurs when an individual is dealt with less favourably/unfairly on the grounds of race colour, nationality, ethnic or national origin or gender. Also because of, for example, marital status or caring responsibility, sexual orientation, gender reassignment, age, physical, sensory or learning disability, mental health, political or religious beliefs, class, HIV status, employment status, unrelated criminal convictions, union activities.
<b>Indirect discrimination</b>	Definition of indirect discrimination: a provision, criteria or practice is applied which is discriminatory in relation to a protected characteristic. Examples: (a) a rule about clothing that disproportionately disadvantages a racial group cannot be justified; (b) requiring applicants to have a British qualification. Battle Scars is a survivor led organisation. Trustees are required to have some direct or indirect life experience of self-harm. The Battle Scars definition of self-harm is extremely broad: <i>any harm we cause to our bodies and minds</i> . Therefore, we do not consider this indirect discrimination.
<b>Victimisation</b>	Victimisation occurs when a person is subjected to unfair treatment for bringing a claim under the Equality Act 2010, giving evidence, supporting another person’s claim, or making an allegation of discrimination. Individuals must be able to take action against unlawful discrimination without fear of retaliation or disadvantage.
<b>Harassment</b>	Harassment: unwanted conduct related to a protected characteristic which violates someone’s dignity or creates an

	intimidating, hostile, degrading, humiliating or offensive environment for the other person.
<b>Positive action</b>	<p>Positive action refers to measures taken to assist volunteers or employees who have been under-represented in specific areas to reach a level of workplace knowledge and competencies that is comparable with “representative” employees. These measures would normally take the form of additional training. “Positive discrimination” at the point of selection for work is not permissible.</p> <p>Tasks will be allocated to volunteers based on their skills, interests and developmental needs. Such decisions will be made based on their role descriptions. Battle Scars is a survivor-led organisation and will provide as many opportunities as possible to those affected by self-harm.</p> <p>Although many volunteers may have the ability to do such tasks, we are likely to allocate tasks to volunteers according to who would benefit most.</p>
<b>Less obvious discrimination</b>	Battle Scars urges staff, trustees and volunteers to be aware of the less obvious types of discrimination which result from general assumptions and pre-conceptions about the capabilities, interests and characteristics of individuals.
<b>Policy Statements</b>	
<b>Diversity</b>	<ul style="list-style-type: none"> <li>• Battle Scars will actively encourage diversity to maximise achievement, creativity and good practice to bring benefit to individuals and communities.</li> <li>• Battle Scars encourages all people it works with and for to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution will be valued.</li> <li>• The way we work, train and learn within Battle Scars reflects both the Mission and Objectives of the organisation and the spirit and intentions of legislation that outlaws discrimination and promotes equity and diversity.</li> <li>• Battle Scars will make reasonable adjustments to working practices, equipment and premises and offer, where appropriate, additional support to trustees, volunteers and staff to ensure they are able to take a full and active part in the Battle Scars work.</li> <li>• Battle Scars will endeavour to deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access, not barriers to individuals.</li> </ul>
<b>Equal opportunities</b>	Battle Scars is an equal opportunities employer and provider of services. No job applicant, employee, volunteer, trustee or member will receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, gender, gender reassignment, marital status or caring responsibility, sexual orientation, age, physical, sensory or learning disability, mental health, political or religious beliefs, class, HIV status, employment status, unrelated criminal convictions, union activities. Nor will such person be disadvantaged by conditions or requirements which cannot be shown to be justifiable. This

	principle applies to recruitment, promotion, transfer, training, benefits, facilities, procedures and all terms and conditions of employment.
<b>Policy</b>	
<b>Aims</b>	<p>The aims and objectives of this policy are:</p> <ul style="list-style-type: none"> <li>• to create a safe and welcoming atmosphere for everyone;</li> <li>• to challenge all forms of oppression including those based on race, colour, nationality, ethnic or national origin, gender, gender reassignment, marital status or caring responsibility, sexual orientation, age, physical, sensory or learning disability, mental health, political or religious beliefs, class, HIV status, employment status, unrelated criminal convictions, union activities;</li> <li>• to encourage, promote and celebrate diversity in all our activities and services;</li> <li>• to ensure fair access to volunteer and job opportunities;</li> <li>• to provide services designed to meet local community needs;</li> <li>• to ensure compliance with the Equality Act 2010;</li> <li>• to create environments free from harassment and discrimination;</li> <li>• to maximise the use of resources in the best interests of staff, volunteers and members;</li> <li>• to confront and challenge discrimination wherever and whenever it arises, whether it be between colleagues or in any other area relation to Battle Scars' work;</li> <li>• to create a willingness to accept and implement this policy as a necessary qualification for any position in Battle Scars;</li> <li>• to ensure, through positive action and, so far as practicable, that all Battle Scars premises and services are accessible to all people;</li> <li>• to ensure that employment and advancement within the organisation is determined by objective criteria and personal merit;</li> <li>• to ensure we receive direction from our service users by obtaining their views and opinions regarding the running of the organisation, activity and discussion subjects at support groups, publicity and events.</li> </ul>
<b>Policy implementation</b>	
<b>Intersectionality</b>	<p>We all have overlapping identities including – but not limited to – disability, gender, race, religion or belief, sex, class and sexual orientation.</p> <p>Taking an “intersectional” approach to equity, diversity and inclusion requires us to understand that these multiple forms of discrimination are experienced simultaneously, in different ways by people of different backgrounds.</p>
<b>Expectations</b>	<p>Battle Scars recognises that passive policies do not provide equity and Battle Scars will seek to promote equity and diversity within the following framework of responsibilities:</p> <ul style="list-style-type: none"> <li>• Responsibility for implementing and developing the policy rests with the trustees. The overall coordinating responsibility for equity and management of diversity is</li> </ul>

	<p>delegated to the CEO. However, Battle Scars believes that all who work with or for the organisation have an individual responsibility to accept the policy and ensure a personal involvement in its application and to cooperate actively to ensure that the environment we desire is a reality.</p> <ul style="list-style-type: none"> <li>• Battle Scars expects individuals: <ul style="list-style-type: none"> <li>○ to cooperate with measures introduced by Battle Scars to ensure equity, diversity and non-discrimination;</li> <li>○ not to harass, abuse or intimidate any other service user, volunteer, member, trustee or employee on the grounds of race, colour, nationality, ethnic or national origin, gender, gender reassignment, marital status or caring responsibility, sexual orientation, age, physical, sensory or learning disability, mental health, political or religious beliefs, class, HIV status, employment status, unrelated criminal convictions, union activities;</li> <li>○ to feel sufficiently confident to inform management if they suspect discrimination is taking place.</li> </ul> </li> </ul> <p>Sexist, racist, homophobic, or otherwise offensive and judgmental remarks and behaviour are not acceptable. These constitute harassment and have no place in the organisation.</p>
<b>Enforcement</b>	<p>Battle Scars recognises the need for a continuing commitment to genuine equity and diversity within the organisation. The effectiveness of the policy's aims and objectives can only be judged by how the policy operates in practice.</p>
<b>Dealing with discrimination and harassment</b>	<p>If any service user, volunteer, member, trustee or employee feels they have been discriminated against by Battle Scars or harassed while accessing a service or attending a social or work event they should raise this with the CEO or a trustee (via a group facilitator, volunteer or employee or by emailing or ringing Battle Scars).</p> <p>Such an allegation will be investigated and acted upon according to the Complaints and Compliments Policy and Procedure.</p> <p>Battle Scars will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.</p>
<b>Disciplinary procedure</b>	<ul style="list-style-type: none"> <li>• Any service user found to be in breach of this policy will, where appropriate, be counselled on their actions to help them understand why their behaviour is not acceptable. Repeat or severe discriminatory or harassing behaviour by service users will result in exclusion from all Battle Scars services.</li> <li>• Any volunteer found to be in breach of this policy will be counselled on their actions and may, where necessary, be removed from the Battle Scars' volunteer register.</li> <li>• Any trustee found to be in breach of this policy will, where appropriate, be counselled on their actions and may, where necessary, be asked to resign the Battle Scars board of trustees.</li> <li>• Any member of staff found to be in breach of this policy will be subject to disciplinary action.</li> </ul>
<b>Statement</b>	

<b>Display</b>	<p>The following statement will be displayed in all Battle Scars premises:</p> <ul style="list-style-type: none"> <li>• “Battle Scars expects everyone to cooperate with rules and principles introduced by Battle Scars to ensure equity, diversity and non-discrimination.</li> <li>• Expectations include not to harass, abuse or intimidate any other service user, visitor, volunteer, member, trustee or employee on the grounds of race, colour, nationality, ethnic or national origin, gender, gender reassignment, marital status or caring responsibility, sexual orientation, age, physical, sensory or learning disability, mental health, political or religious beliefs, class, HIV status, employment status, unrelated criminal convictions, union activities.</li> <li>• We want everyone to feel confident enough to inform management if they suspect discrimination is taking place.</li> <li>• We won't tolerate any actions violating this policy and will investigate and take disciplinary action when needed.</li> <li>• We make sure staff and volunteers can raise concerns internally about unfair treatment.</li> <li>• Managers and leaders will understand and uphold responsibilities under this policy.</li> <li>• Training will be provided for employees and volunteers to perform their roles effectively.</li> <li>• Support, including reasonable adjustments, will be offered to those with disabilities or mental health challenges.</li> <li>• We acknowledge our legal obligations under relevant laws and codes of practice.</li> <li>• Everyone associated with Battle Scars must personally embrace and actively support the organisation's policy.”</li> </ul>
<b>Monitoring</b>	
<b>Equity &amp; Diversity trustee lead</b>	Jean Birch (Chair)
<b>Policy breach</b>	Where it appears that there may have been or there is a breach of the policy, the CEO or the chair of the board will investigate the circumstances and action will be taken to counter any proven breach of policy.
<b>Other findings</b>	This policy is reviewed – and if necessary adjusted – every 6 months to ensure it's not excluding or discouraging the development of trustees, staff or volunteers or restricting other people.
<b>Policy review</b>	
<b>Responsibility</b>	It is the responsibility of the CEO to review this policy unless the task has been delegated to an appropriate volunteer or employee before the policy review date.
<b>Procedure</b>	All volunteers and employees can have input in this policy's review via their supervision.
<b>Timing</b>	The review must be completed within a month of the review date.