

Charity Mentors Berkshire - Equality, Diversity, Inclusion Policy

Charity Mentors Berkshire is committed to encouraging equality, diversity and inclusion. We aim to be vigilant in providing a quality service based on recognising the impact unconscious bias about inclusion and diversity could have when providing a wide- ranging service.

The charity - in providing mentoring services – is committed to seeking out mentees from all walks of life and having open discussion with all members of society. This policy commits us to:

- Equality, fairness and respect for all who work with Charity Mentors Berkshire;
- Treating all people equally and with respect irrespective of their age, disability, gender assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation;
- Opposing and avoiding all forms of discrimination. What does this look like in practice?
- We provide training and development opportunities for our trustees and mentors, and report progress to our board;
- We aim to increase the diversity of our officers, trustees and mentors through our recruitment processes to better serve our community;
- We provide regular reporting on equality and diversity relating to our Board and mentors. Monitoring will be led by a diversity champion to include assessing how this policy, and related action plans, are working in practice, reviewing them annually, and considering and taking action to address any issues. This equality, diversity and inclusion policy is fully supported by the Board.

Review Date: 1 April 2022