



Boleskine Community Care - Equality, Diversity and Inclusion policy, April 2026

Introduction and purpose

BCC is committed to promoting and implementing an inclusive environment and equality of opportunity and services to our community, in line with the Equality Act (2010). BCC aims to create an environment based good relations between all individuals, with a shared commitment to promoting respect for all, and challenging and preventing stereotyping, prejudice, discrimination and harassment.

Scope

This policy applies to all BCC Trustees, staff, leaders, members, external contractors and visitors. This policy applies to all aspects of our charity's work, including recruitment, volunteering, service delivery, and working with partners.

The Policy

BCC aims to ensure that all members of its community are treated with fairness, dignity and respect. BCC will apply this policy in compliance with and in the spirit of the relevant legislation.

BCC will not discriminate on the grounds of any protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. This applies to all its activities and the provision of all BCC service, all BCC spaces and in terms of employment opportunities.

BCC will not tolerate bullying, harassment, or victimisation based on protected characteristics.

BCC will take active steps to promote equality, diversity, and inclusion in our activities.

BCC responsibilities

Overall responsibility for Equality and Diversity lies with BCC Trustees. Staff and members will be informed of the policy via staff induction and the BCC website. Staff, members and visitors will be treated fairly, irrespective of their protected characteristics. BCC will take prompt action over alleged discrimination, victimisation or harassment, in line with its code of conduct.

Complaints, grievances and conduct matters will be dealt with in line with other relevant BCC policies in a just, fair, open and timely manner.

Reasonable adjustments will be made, as appropriate, to ensure disabled staff and members are supported to work at and take part in BCC activities.

External contractors will be made aware of their responsibility in relation to this policy.

Publicity material will be designed in a way to showcase the diversity of BCC's members.

Public events will be held, wherever possible, in accessible locations.

Individual responsibilities

All staff, Trustees, members and visitors have a responsibility for their behaviour under this policy and are expected to treat others with dignity and respect and follow BCC's code of conduct.

Unacceptable actions and behaviour

This policy aims to ensure equality of opportunity and fair treatment for everyone. It is based on the principle that people have the right to their own beliefs, but not to engage in activities or acts which interfere with the rights or beliefs of others.

All Trustees, staff, leaders, members and external contractors are expected to follow BCC's code of conduct.

Any attempt to coerce or threaten others to comply with a particular belief system may result in disciplinary action.

Concerns and complaints

Where an individual perceives that they have been unfairly treated in respect of a protected characteristics, they should speak to a member of staff or follow the BCC Complaints process.

This policy will be reviewed every 2 years

Version control

Version number	Prepared by	Date approved by Trustees
1.0	Rachel Burn	12th May 2026