

Equality, Diversity and Inclusion (EDI) Policy

Gwneud Make Do

Effective Date: 01/01/2026

Review Date: 01/01/2027

1. Policy Statement

Gwneud Make Do is committed to promoting equality, celebrating diversity, and ensuring inclusion in all areas of our work. Everyone has the right to be treated fairly, with dignity and respect, regardless of age, disability, gender identity or expression, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We will not tolerate discrimination, harassment or victimisation in any form.

2. Purpose

This policy sets out Gwneud Make Do's commitment to:

Provide equal opportunities for all staff, volunteers, members and service users.

Create an environment that is inclusive and welcoming.

Actively challenge and remove barriers to participation.

Comply with the Equality Act 2010 and all relevant legislation.

3. Scope

This policy applies to:

Staff, trustees and volunteers of Gwneud Make Do.

Members and service users.

Contractors, partners and visitors.

4. Responsibilities

- Management / Trustees: Ensure Gwneud Make Do meets its legal and moral obligations, provide resources, and lead by example.

- Staff and Volunteers: Treat others fairly and respectfully, report discrimination or concerns, and promote inclusivity in their work.

- All Participants / Members: Co-operate with this policy, respect others, and contribute to a safe and welcoming environment.

5. Implementation

Gwneud Make Do will:

Use inclusive recruitment, membership and referral practices.

Provide training and development on equality, diversity and inclusion.

Regularly review policies and procedures to ensure fairness.

Consult with staff, volunteers and service users to identify barriers.

Take complaints of discrimination or harassment seriously and act on them promptly.

6. Monitoring and Review

Progress on equality, diversity and inclusion will be monitored and reviewed annually.

Feedback will be used to improve practice and ensure this policy remains effective.

Updates will be made in line with changes in legislation or organisational priorities.

7. Complaints

Anyone who feels they have been discriminated against or harassed can raise this with a manager, trustee or safeguarding lead at Gwneud Make Do. Concerns will be treated seriously, fairly and confidentially.

Signed: ***Kiri Pritchard - McLean***

Position: Co-Director
Date: 01/01/2026__