

FRAMFRIDGE CIC Equality, Diversity and Inclusion Policy

Organisation Name: FRAMFRIDGE CIC

Location: 1 Black Barn Cottage, Saxtead Road, Framlingham, IP13 9PU

Date of Issue: 01/10/2025

Review Date: 01/10/2026

1. Policy Statement

FRAMFRIDGE CIC is committed to creating a welcoming, inclusive, and respectful space where everyone is treated equally and with dignity. We celebrate the diversity of our community and aim to ensure that no one is excluded or discriminated against when accessing, volunteering with, or donating to our fridge.

We do not tolerate discrimination or harassment on the grounds of **age, disability, gender, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership**, or any other status protected by law.

2. Purpose of the Policy

This policy is intended to:

- Promote equality of opportunity for all users, volunteers, and partners
 - Foster a safe and respectful environment where diversity is valued
 - Ensure that our services are accessible to everyone, regardless of background
 - Prevent and address discrimination, harassment, or exclusion
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3. Legal Framework

This policy is underpinned by the **Equality Act 2010**, which legally protects people from discrimination in the workplace and wider society.

We will ensure our practices align with this and any future updates in UK equality legislation.

4. Our Commitments

We will:

- Treat all individuals with fairness, dignity, and respect
 - Ensure our services are free from discrimination and open to all
 - Provide clear information in accessible formats whenever possible
 - Create a culture where everyone feels safe and welcome, especially marginalised groups
 - Promote inclusive volunteering and ensure that roles are accessible and supportive
 - Act promptly on any complaints, concerns, or incidents of discrimination or exclusion
 - Offer training and support to volunteers on equality and inclusive practice
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5. Accessibility and Inclusion

We aim to reduce barriers to participation by:

- Providing step-free or wheelchair-accessible access where possible
 - Offering clear signage and translated or easy-read materials (where resources allow)
 - Listening to feedback from users and adapting our practices accordingly
 - Being flexible to accommodate individual needs (e.g., religious dietary requirements, communication preferences)
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6. Inclusive Volunteering

We welcome volunteers from all backgrounds and are committed to:

- Ensuring recruitment processes are open and fair
 - Making reasonable adjustments for volunteers with disabilities or additional needs
 - Encouraging a mix of ages, abilities, cultures, and perspectives among our team
 - Providing a safe environment free from bullying or harassment
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7. Responsibilities

Directors:

- Oversees the implementation of this policy
- Ensures volunteers are trained and supported
- Monitors accessibility and inclusivity of the service

Volunteers:

- Must treat everyone fairly and with respect
 - Report any discriminatory behaviour or barriers to inclusion
 - Help maintain an environment where all feel safe and welcome
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8. Reporting and Complaints

We take all complaints of discrimination or exclusion seriously. Anyone can raise concerns with the Directors confidentially.

Where necessary, incidents will be investigated and appropriate action taken, including reporting to local authorities or partner organisations.

9. Policy Review

This policy will be reviewed annually or sooner if significant incidents, user feedback, or legal changes occur.

Signed:

Name: Ruth Ditchburn & Lauren Ramsay

Role: Directors

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