

HerCommunity C.I.C.

Equality, Diversity & Inclusion Policy

A public website policy for fairness, dignity, accessibility and belonging

Policy type	Website / Public Policy
Version	1.0
Approved by	Director(s) of HerCommunity C.I.C.
Review frequency	Annually
Organisation	HerCommunity C.I.C.

1. Our Commitment

HerCommunity C.I.C. is committed to creating safe, welcoming and inclusive spaces where girls and young women feel heard, respected, valued and supported. We believe everyone has the right to be treated with dignity, compassion and fairness. Our work is rooted in emotional safety, empowerment, cultural sensitivity, respectful relationships and positive futures.

2. Purpose of This Policy

The purpose of this policy is to explain how HerCommunity C.I.C. promotes equality, diversity and inclusion across our services, activities and organisational practice.

- Treat people fairly and with dignity.
- Prevent discrimination, harassment, bullying and victimisation.
- Promote inclusion, belonging and accessibility.
- Make reasonable adjustments where possible.
- Ensure our programmes are welcoming and responsive to different needs.
- Support girls and young women who may face additional barriers to wellbeing, safety, confidence or opportunity.

HerCommunity C.I.C. recognises that some people may experience overlapping forms of disadvantage, including barriers linked to gender, race, disability, neurodiversity, poverty, care experience, trauma, domestic abuse, social isolation, education difficulties or other life circumstances.

3. Legal Framework

HerCommunity C.I.C. aims to follow relevant equality and human rights legislation and good practice, including the Equality Act 2010. The Equality Act 2010 protects people from discrimination in the workplace and wider society and identifies protected characteristics including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

4. Who This Policy Applies To

This policy applies to everyone involved with HerCommunity C.I.C., including directors, staff, volunteers, sessional workers, students or placements, participants and service users, parents, carers and families, referrers, partner organisations, contractors, consultants and anyone acting on behalf of HerCommunity C.I.C.

5. Our Approach to Inclusion

HerCommunity C.I.C. supports girls and young women aged 11-25 through preventative, non-clinical wellbeing support, group programmes, one-to-one support and community activities. Our work is psychologically informed, trauma-informed, strengths-based and focused on early help, confidence, resilience, self-worth and social connection.

- Use respectful and accessible language.
- Create emotionally safe and welcoming environments.
- Listen to the needs and experiences of participants.
- Recognise cultural, social and individual differences.
- Make reasonable adjustments where possible.
- Consider accessibility when planning venues, activities and communication.
- Offer support in ways that reduce embarrassment, shame or stigma.
- Encourage choice, collaboration and empowerment.
- Challenge discrimination, stereotypes and exclusion.

6. Women and Girls Focused Services

HerCommunity C.I.C. exists primarily to support girls and young women through wellbeing, confidence-building, personal development and community-based support. Some sessions and programmes are designed specifically for girls and young women because our work responds to identified needs around emotional wellbeing, safety, confidence, relationships, belonging, trauma, social connection and opportunity.

Where services are targeted towards girls and young women, HerCommunity C.I.C. will ensure that decisions are proportionate, justifiable and connected to our purpose of promoting wellbeing, safety, inclusion and equitable outcomes.

7. Accessibility and Reasonable Adjustments

HerCommunity C.I.C. wants participants to feel able to access support in a way that feels safe, respectful and manageable. Where possible, we will consider reasonable adjustments, such as:

- Providing information in a clearer or simpler format.
- Considering sensory, emotional or communication needs.
- Offering different ways to participate where appropriate.
- Discussing access needs before sessions.
- Choosing accessible venues where possible.
- Supporting participants who may feel anxious about joining a group.
- Considering remote, one-to-one or alternative support options where appropriate.

We cannot guarantee that every adjustment will always be possible, but we will listen carefully and do what we reasonably can to reduce barriers.

8. Behaviour We Do Not Accept

HerCommunity C.I.C. does not tolerate discrimination, harassment, bullying, victimisation, hate incidents, abusive or threatening behaviour, humiliation, exclusion, intimidation, or disrespectful language or behaviour towards participants, staff, volunteers or partners.

Any concerns about discriminatory or harmful behaviour will be taken seriously and responded to through the appropriate process, including our Complaints Policy, Safeguarding Policy or internal procedures where relevant.

9. Safeguarding and Inclusion

Equality and inclusion are closely linked to safeguarding. Some young people may be more vulnerable to harm, exclusion or reduced access to support because of disability, neurodiversity, race, culture, language, care experience, trauma, poverty, family circumstances, exploitation risk, domestic abuse or other personal experiences.

HerCommunity C.I.C. is committed to recognising these barriers and responding with compassion, curiosity and care. Where there are concerns about harm, abuse, neglect, exploitation or immediate risk, these will be managed through our safeguarding procedures rather than this policy alone.

10. How We Put This Into Practice

- Reviewing our policies and procedures regularly.
- Listening to feedback from participants, families and partners.
- Using inclusive and respectful communication.
- Considering representation and accessibility in our materials.
- Making reasonable adjustments where possible.
- Ensuring staff and volunteers understand their responsibilities.
- Challenging discriminatory behaviour.
- Creating spaces where girls and young women feel heard, empowered and able to rebuild confidence and connection.

11. Feedback and Concerns

We welcome feedback about how accessible, inclusive and respectful our services feel. If someone feels they have been treated unfairly, excluded or discriminated against, they can raise this with HerCommunity C.I.C. through our complaints process.

Email	hercommunitywellbeing@outlook.com
Telephone	07309090307
In writing	Her Community C.I.C., 17 Croft Lane, Wolverhampton, WV10 8RG

If the concern involves safeguarding or immediate risk of harm, it should be reported immediately to the Designated Safeguarding Lead or relevant emergency/statutory services.

12. Monitoring and Review

This policy will be reviewed annually, or sooner if there are changes in legislation, organisational practice, service delivery or learning from feedback. HerCommunity C.I.C. will continue to develop its approach to equality, diversity and inclusion as the organisation grows and as we learn from the girls, young women, families and communities we support.

Website intro text: At HerCommunity C.I.C., inclusion is central to how we work. We are committed to creating safe, respectful and accessible spaces where girls and young women feel heard, valued and supported. Our Equality, Diversity & Inclusion Policy explains how we promote fairness, dignity, accessibility and belonging across our services.

Policy Sign-Off

Policy approved by	Director(s) Jodie Jasmin of HerCommunity C.I.C.
Date approved	1.07.2026
Next review date	1 st July 2027