



## Equality, Diversity and Inclusion Policy

This document details the Age UK Enfield (AUKE) policy for Equality Diversity and Inclusion

**Current version:** 1.1  
**Approved by:** Board of Trustees  
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**Next review date:** September 2025

### Version History:

Version	Date	Main Changes	Changed by
1	Sept 2022	First Issue	Justin Irwin
1.2	October 2023	Reviewed no changes	Netta Hunt

## Equality, Diversity and Inclusion (EDI) policy

*October 2023*



## Equality, Diversity and Inclusion Statement and Policy

### 1. Introduction

Age UK Enfield (AUKE) believes that equity for all is a basic human right and actively opposes all forms of unlawful and unfair discrimination, harassment and victimisation. We celebrate diversity of society and strive to promote and reflect that diversity within and outside of our organisation.

AUKE recognises that we have a special responsibility to combat age-discrimination experienced by older people, and to challenge assumptions and behaviours in relation to older people, including older people living with dementia. We also note the intersectional nature of

discrimination – older people may experience discrimination in relation to their age and also other characteristics.

We want everyone to be able to love later life, and as such we aim to take positive steps to redress discrimination, give equity of opportunity and combat unfair treatment which will prevent this.

## **2. Core Areas**

This policy statement sets out AUKE's intended approach to equality, diversity and inclusion, focused on three core areas:

### **i. Celebrating the diversity of our people**

As an organisation we aim to embrace the diversity of all our people: clients, staff colleagues, volunteers, partners, funders, and everyone associated with AUKE to create a harmonious environment, accessible to all, reflective of the communities in which we work, where people are comfortable to be themselves and realise their full potential.

### **ii. Challenging inequity in all its forms**

AUKE is committed to challenging inequity in all forms and promoting dignity, respect and understanding within AUKE, and our wider community. We believe that to do this we need to take positive action to provide services, activities and support equitably within our community.

### **iii. Attracting and retaining a diverse range of people**

We are committed to ensuring that the people who work for us, as staff or volunteers, are reflective of the wide range of communities around us. We are aware that this requires particular consideration in relation to recruitment of our team or staff and volunteers, and the development of appropriate ways of working to maximise staff retention.

## **3. Practical application**

We are aware that as individuals leading AUKE and as an organisation we have much to learn and plenty to do to achieve our aspirations in relation to EDI. Our immediate focus during 2022/23 is as follows:

- To improve the monitoring of characteristics of our clients, staff and volunteers (including trustees), so we are better placed to take positive steps to make changes
- To recruit new trustees representative of a range of communities and the borough of Enfield
- To carry out EDI training, initially with staff, and then with volunteers
- To consider how we can better use the voice of our clients in our decision-making.

Overall responsibility for delivering our EDI strategy lies with our board of trustees and our senior management team, with dedicated time available at our People and Culture Subcommittee, which meets regularly to discuss our EDI practice. All staff are made aware of individual responsibilities via the equality section of the staff handbook.

This policy statement is reviewed on an annual basis.

**Date of approval: October 2023**

**Next review: September 2025**

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