

# **Diversity, Equity and Inclusion (DEI) Policy**

## **1. Introduction**

At Radio Frimley Park, we are committed to fostering a diverse, equitable, and inclusive environment where everyone feels welcome, valued, and respected. We believe that a charity's strength lies in its diversity and that promoting equity and inclusion is essential to achieving our mission.

## **2. Purpose**

This policy outlines our commitment to promoting diversity, ensuring equity, and creating an inclusive environment that reflects the communities we serve. It applies to all aspects of our work, including governance, recruitment, service delivery, partnerships, and fundraising.

## **3. Definitions**

**Diversity:** Recognizing, respecting, and valuing differences in people, including (but not limited to) race, ethnicity, gender, sexual orientation, disability, age, religion, and socio-economic status.

**Equity:** Ensuring fair treatment, opportunities, and advancement while addressing any barriers that may prevent individuals or groups from fully participating.

**Inclusion:** Creating an environment where all individuals feel respected, valued, and able to contribute fully.

## **4. Our Commitment**

We are committed to:

**Inclusive Leadership:** Ensuring that our Trustees, Committee and members reflect the diverse communities we serve and that decision-making is equitable.

**Respectful Workplace:** Fostering a culture of respect, free from discrimination, harassment, or bullying, where every individual is treated with dignity.

**Fair Recruitment:** Providing equal opportunities in recruitment and advancement.

**Accessibility:** Ensuring that our services, resources, and facilities are accessible to everyone, including those with disabilities or language barriers.

## 5. Governance and Accountability

The Board of Trustees will oversee the implementation of this policy and ensure it aligns with our mission and values.

We will conduct regular reviews of our practices to assess progress and identify areas for improvement.

All members, the committee, and trustees are responsible for upholding this policy and reporting any concerns regarding breaches or potential discrimination.

## 6. Reporting and Complaints

We encourage an open and transparent approach to reporting concerns related to discrimination or exclusion. Anyone who feels they have been subject to unfair treatment is encouraged to report the matter through our internal complaints process, which ensures confidentiality and a timely resolution.

## 7. Monitoring and Evaluation

We will monitor the effectiveness of this policy through:

Feedback from service users, staff, and volunteers.

Tracking complaints and incidents related to DEI.

## 8. Review

This policy will be reviewed annually by the Board of Trustees to ensure it remains relevant, effective, and aligned with any changes in legislation or best practice guidelines.

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Person responsible	Frank Chambers, Trustee