

Equality, Diversity & Inclusion (EDI) Policy & Procedure - Bridging Barriers

Last Reviewed: 26/05/2026

Next Review Date: 26/05/2027

1. Purpose

Bridging Barriers is committed to creating an inclusive, respectful, and equitable environment where everyone feels valued, supported, and able to participate fully.

As an organisation focused on improving social mobility and supporting young people from underrepresented backgrounds, equality, diversity, and inclusion are central to our mission, culture, and delivery.

This policy outlines our commitment to promoting fairness and preventing discrimination across all areas of our work.

2. Scope

This policy applies to:

- Employees
- Trustees
- Volunteers
- Mentors
- Contractors
- Young people
- Corporate partners
- Event attendees
- Anyone representing or engaging with Bridging Barriers

info@bridgingbarriers.co.uk

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This policy applies across:

- Recruitment and onboarding
 - Mentoring programmes
 - Events and workshops
 - Partnerships
 - Communications and marketing
 - Online and in-person activities
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3. Our Commitment

Bridging Barriers is committed to:

- Treating everyone fairly and with respect
- Creating an inclusive and welcoming environment
- Promoting equal opportunities
- Challenging discrimination, bullying, harassment, and victimisation
- Encouraging diversity of backgrounds, perspectives, and experiences
- Removing barriers to participation where possible
- Promoting accessibility and inclusion in programme delivery
- Building a culture where individuals feel safe, valued, and heard

We have a zero-tolerance approach to discrimination or harassment of any kind.

4. Protected Characteristics

Bridging Barriers will not tolerate discrimination based on protected characteristics under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership

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- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise that individuals may experience additional barriers linked to socio-economic background, education, caring responsibilities, mental health, or other lived experiences.

5. Recruitment & Opportunities

Bridging Barriers aims to ensure recruitment and selection processes are:

- Fair
- Inclusive
- Transparent
- Based on skills, experience, and suitability

We are committed to:

- Encouraging applications from underrepresented groups
 - Using inclusive language in recruitment materials
 - Making reasonable adjustments where appropriate
 - Creating accessible opportunities for young people and volunteers
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6. Inclusive Programme Delivery

We aim to create programmes and events that are inclusive and accessible.

This may include:

- Considering accessibility needs
- Providing clear communication
- Creating respectful group environments

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- Encouraging diverse representation
- Ensuring participants feel safe and included
- Reviewing barriers to engagement and participation

We recognise that inclusion is an ongoing process and are committed to continuous improvement.

7. Expectations of Behaviour

All individuals engaging with Bridging Barriers are expected to:

- Treat others with dignity and respect
- Communicate professionally and respectfully
- Avoid discriminatory or offensive behaviour
- Contribute to an inclusive environment
- Challenge inappropriate behaviour where appropriate

Bullying, harassment, discrimination, intimidation, or hate speech will not be tolerated.

8. Reporting Concerns

Any concerns relating to discrimination, exclusion, bullying, harassment, or inappropriate behaviour should be reported to Bridging Barriers.

Concerns can be raised via:
info@bridgingbarriers.co.uk

All concerns will be taken seriously and handled appropriately and confidentially where possible.

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9. Responsibilities

Leadership Responsibilities

Bridging Barriers leadership is responsible for:

- Promoting inclusive practices
- Reviewing policies and processes
- Responding appropriately to concerns
- Encouraging a positive organisational culture

Staff, Volunteers & Mentors

All individuals representing Bridging Barriers are responsible for:

- Following this policy
 - Treating others respectfully
 - Promoting inclusion
 - Reporting concerns appropriately
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10. Monitoring & Review

This policy will be reviewed annually or sooner where required due to:

- Legislative changes
- Organisational changes
- Feedback or incidents
- Improvements in best practice

Bridging Barriers is committed to continuously improving equality, diversity, and inclusion across the organisation.

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Approval & Sign-Off

Approved and signed by:

Kevin Osei BEM
Founder & CEO
Bridging Barriers

Signature: _____

Date: 26/05/2026

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