



CORE GOVERNANCE AND POLICY FRAMEWORK

Equality, Diversity & Inclusion Policy

Policy Summary

This policy outlines Dinas Integration Services CIC's commitment to equality, diversity, inclusion, dignity, fairness, and anti-discriminatory practice.

Purpose

Dinas Integration Services CIC is committed to building an inclusive organisation where everyone is treated with dignity, fairness, and respect.

We value diversity and recognise the importance of creating equitable opportunities for all.

Our Commitment

We will:

- Promote equality of opportunity
- Challenge discrimination and prejudice
- Create inclusive and accessible services
- Respect cultural, religious, and linguistic diversity
- Support individuals experiencing disadvantage and exclusion
- Promote anti-racist and trauma-informed practice
- Make reasonable adjustments where possible
- Ensure services are welcoming and inclusive

Protected Characteristics

Dinas Integration Services CIC recognises the protected characteristics under the Equality Act 2010 including:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership

Inclusion in Service Delivery

We are committed to:

- Accessible communication

- Interpretation and translation support where possible
- Culturally appropriate engagement
- Involving people with lived experience in shaping services
- Reducing barriers to participation
- Supporting vulnerable migrants and marginalised communities

Responsibilities

Everyone connected to Dinas Integration Services CIC has a responsibility to:

- Treat others respectfully
- Challenge discriminatory behaviour
- Contribute to an inclusive culture
- Follow this policy

Reporting Concerns

Any concerns relating to discrimination, harassment, bullying, or exclusion should be reported to management.

All concerns will be taken seriously and addressed appropriately.