



Equality, Diversity & Inclusion Policy

Version	1
Date	July 2025

1. Introduction & Purpose

The Camden Trust is committed to fostering equality, diversity, and inclusion in all aspects of our work. We aim to ensure that our staff, volunteers, beneficiaries, partners, and the communities we serve are treated fairly and with respect, free from discrimination and exclusion. The purpose of this policy is to:

- Promote a culture of belonging and mutual respect.
- Fulfil our legal obligations under the Equal Status Acts 2000–2018 and the Employment Equality Acts 1998–2015;
- Embed EDI principles into recruitment, day-to-day operations, programme delivery, and governance.

2. Scope

This policy applies to all aspects of The Camden Trust operations, including:

- All employees (full-time, part-time, temporary)
- Board members
- Volunteers



- Consultants and contractors working for or on behalf of the charity
- Partner organisations with whom we collaborate on a contractual basis
- Beneficiaries of our educational initiatives around the world

It covers all activities, including recruitment, selection, training, development, terms and conditions of employment, engagement with partners, programme design and delivery, and all other aspects of working with or for The Camden Trust.

3. Legal Framework

This policy is informed by and adheres to relevant Irish equality legislation, primarily the **Employment Equality Acts 1998-2015** and the **Equal Status Acts 2000-2018**. These Acts prohibit discrimination on nine specific grounds:

- Gender
- Civil Status
- Family Status
- Sexual Orientation
- Religion
- Age
- Disability
- Race
- Membership of the Traveller Community

4. Key Definitions

- **Protected Characteristics:** Age, civil status, family status, gender, gender identity, disability, race, religion, sexual orientation, membership of the Traveller community, socioeconomic background/social welfare status
- **Diversity:** The range of visible and non-visible differences among people.
- **Inclusion:** A sense of belonging, where everyone's voice is heard.
- **Equality:** Ensuring that every individual has an equal opportunity to make the most of their lives and talents, and that no one is treated less favourably because of their protected characteristics.



- **Equity:** Fairness, recognising that different people may need different supports to succeed.

5. Our Commitment to Equality

Camden Trust is committed to eliminating unlawful discrimination, harassment, and victimisation. We will ensure that no employee, job applicant, volunteer, partner, or beneficiary receives less favourable treatment on any of the nine protected grounds listed in Section 3, nor on any other irrelevant distinction.

We will proactively work to identify and remove barriers that may prevent individuals from participating fully and equally in our organisation and programmes.

6. Our Commitment to Diversity

We recognise that diversity brings a wealth of different skills, experiences, and perspectives, which strengthens our organisation and enriches our educational initiatives. We are committed to:

- Building a workforce and network of partners that reflects the diversity of the communities we serve and the wider society.
- Valuing and leveraging the unique contributions that each individual brings.
- Creating a culture where diverse viewpoints are encouraged and respected.

7. Our Commitment to Inclusion

Inclusion is central to our ethos. We will strive to create a working and partnering environment where:

- Everyone feels safe, respected, and psychologically secure.
- All individuals feel they belong and can be their authentic selves.
- Communication is open, accessible, and respectful of different needs and styles.
- Opportunities for participation and development are accessible to all.
- Decisions are made transparently and with consideration for diverse impacts.

8. Responsibilities

The Board of Directors:



- Is ultimately responsible for the development, implementation, and oversight of this EDI policy.
- Will ensure adequate resources are allocated for EDI initiatives.
- Will champion EDI throughout the organisation.

The CEO/Senior Management:

- Is responsible for the day-to-day implementation of this policy.
- Will integrate EDI principles into all policies, procedures, and practices.
- Will foster an inclusive culture and lead by example.
- Will ensure all employees and relevant partners are aware of and comply with this policy.

All Employees, Volunteers, and Contractors:

- Are responsible for upholding the principles of this policy in their daily work and interactions.
- Must treat colleagues, partners, and beneficiaries with dignity and respect.
- Must not discriminate against, harass, or victimise any individual.
- Are encouraged to challenge discriminatory behaviour and to report any breaches of this policy.

Partners and Stakeholders:

- We will encourage our partners and stakeholders to adhere to similar EDI principles in their work, especially concerning shared projects. Our contractual agreements will include references to our EDI expectations where appropriate.

9. Board Recruitment and Governance

The principles of equality, diversity, and inclusion are integral to the effective governance of The Camden Trust. We are committed to ensuring our Board reflects a diverse range of skills, experiences, and backgrounds, enabling robust decision-making and broad representation.

- **Board Selection Process:** The recruitment and selection of Board members will be fair, transparent, and based on objective criteria, focusing on skills,



experience, and the strategic needs of The Camden Trust. We will actively seek to attract candidates from diverse backgrounds.

- **Diversity on the Board:** We will strive for diversity across all protected characteristics and other dimensions such as professional background, lived experience, and geographical representation, to enhance the Board's effectiveness and its understanding of the communities we serve.
- **Inclusive Governance:** Board meetings and discussions will foster an inclusive environment where all members feel comfortable contributing, and diverse perspectives are valued and respected. Reasonable accommodations will be made for Board members with disabilities.
- **Training for Board Members:** New and existing Board members will receive appropriate induction and ongoing awareness regarding this EDI policy and their responsibilities in upholding its principles.

10. Recruitment & Selection

Camden Trust is committed to fair and transparent recruitment processes. We will:

- Advertise vacancies widely to attract a diverse pool of candidates.
- Use objective, job-related criteria for shortlisting and selection.
- Ensure that all individuals involved in recruitment receive appropriate EDI awareness.
- Make reasonable accommodations for candidates with disabilities during the application and interview process.
- Ensure that no applicant is discriminated against on any of the protected grounds.

11. Staff Training & Development

We are committed to increasing EDI awareness and competence within our organisation. We will:

- Provide regular EDI training or awareness sessions for all employees and Board members.
- Ensure that new employees receive an induction that includes information on this EDI policy.



- Encourage continuous learning on EDI best practices.

12. Programme Delivery

- Curriculum and outreach materials will reflect diverse backgrounds and lived experiences.
- Where relevant, we'll celebrate cultural diversity through events, learning content, or guest speakers
- Our educational approach will be accessible, culturally respectful, and promote equity.

13. Working Environment and Culture

We will strive to maintain a working environment that is respectful, safe, and free from discrimination, harassment, bullying, or victimisation. This includes:

- Promoting open communication and feedback.
- Addressing any inappropriate behaviour promptly and effectively.
- Considering reasonable accommodations for employees with disabilities to ensure equal participation.
- Encouraging a work-life balance that supports the diverse needs of our employees.

14. Monitoring and Review

To ensure the effectiveness of this policy, Camden Trust will:

- Review this policy every 2 years, or as required by changes in legislation or best practice, to ensure its continued relevance and effectiveness.
- Monitor key indicators where appropriate and feasible for a small organisation (e.g., diversity in job applications, staff turnover, training participation).
- Gather feedback from employees, volunteers, and partners on the implementation of the policy.

15. Complaints & Grievances

Camden Trust will ensure that there is:



- A zero tolerance policy for discrimination, harassment, bullying, or victimisation.
- A clear confidential process for staff and beneficiaries to report concerns, with protection against retaliation.
- Allegations are investigated promptly and fairly, following disciplinary or grievance procedures.

16. Communication

This policy will be:

- Communicated to all new employees as part of their induction.
 - Made accessible to all employees, volunteers, and Board members.
 - Shared with partner organisations as relevant.
 - Available upon request to external stakeholders.
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Date Approved: 17 July 2025

Review Date:

Signed by CEO: