



Equity, diversity and inclusion policy

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1 Introduction

BEING MORTAL is a campaign which encourages us all to celebrate life and acknowledge, talk about and plan for death, dying and grieving.

Talking about and planning for these natural life processes helps to reduce fear, promotes wellbeing and gives us agency over our own story. It empowers us to engage, over time, in end-of-life decision-making which fully reflects what matters to us as individuals.

What is the purpose of this policy?

This equity, diversity and inclusion policy demonstrates BEING MORTAL's commitment to encouraging equity, diversity and inclusion and eliminating unlawful discrimination.

Who does this policy apply to?

This policy applies to everyone involved in BEING MORTAL activities, including volunteers, directors, members of the BEING MORTAL Advisory Group and individuals accessing our services.

Statement of intent

In relation to equity, diversity and inclusion, our values are the foundation of the following statement of intent:

- BEING MORTAL strives to be representative of all sections of society.
- We are committed to treating all people fairly, equally and with respect irrespective of their age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- We are committed to acting in line with national legislation, designing and facilitating our activities in a way which means that everyone can take part freely and happily. We do this by creating a safe and positive environment and an open culture where everyone can share concerns without fear of retribution.
- We are committed to act if we think someone is being discriminated against in any way.

This policy looks at how this statement of intent is actioned by BEING MORTAL.

2 Key definitions

Our policy and practices is informed by the following basic definitions, adapted from the National Council of Voluntary Organisations advice (<https://www.ncvo.org.uk/help-and-guidance/running-a-charity/equity-diversity-inclusion/get-started-with-equity-diversity-and-inclusion/#/>)

Equality means ensuring every individual has the same resources and opportunities. By being conscious of and actively challenging bias or prejudice we make sure no-one is treated less favourably because of who they are or what makes them different from other people.

Equity means treating people in ways that make sure they are not unfairly prevented from accessing resources and opportunities nor that others have an unfair advantage. It may mean providing different resources and support tailored to individual needs to achieve fair outcomes, recognising that people start from different places.

Diversity means having a wide range of human differences within an organisation or setting. Including this range and valuing difference means we can create a richer, more understanding context for our work.

Inclusion means being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about ensuring a culture exists where individuals can be their full selves.

We all have overlapping facets of our identity including – but not limited to – disability, gender, race, religion or belief, sex, class and sexual orientation. Taking an ‘intersectional’ approach to equity, diversity and inclusion requires understanding that these multiple forms of discrimination are experienced simultaneously, in different ways by people of different backgrounds.

Discrimination means people are treated unjustly or differently on the grounds of one or more characteristic such as age, sex, disability. The Equalities Act 2010 gives a list of these protected characteristics.

Harassment means someone behaves in a way which makes someone else feel distressed, humiliated or threatened.

3 BEING MORTAL procedures to promote equity, diversity and inclusion

BEING MORTAL has procedures to promote equity, diversity and inclusion and avoid harm to all those who work or volunteer with us or who access our services.

Every BEING MORTAL team member should be treated with dignity and respect and feel that they are in a safe and supportive environment. Volunteers receive a copy of our statement of intent with regard to equity, diversity and inclusion. Discussion of how this translates into action is included in the introductory team meeting for each project. Some examples of appropriate actions are:

- ensuring all new policies being developed have equity, diversity and inclusion at their heart
- ensuring that project activities are welcoming and inclusive of all
- making reasonable adjustments to practice to ensure that everyone can fully participate in project activities

Those accessing our services should similarly be treated with dignity and respect and feel that they are in a safe and supportive environment. Discussion of how we are going to behave to support one another usually forms part of the first project workshop.

4 Dealing with complaints about discrimination or harassment – see the Complaints' Policy

Any complaint about discrimination or harassment or any other infringement of this policy should be reported to a director in person or via email:

David Frost beingmortalcic@gmail.com
Amanda Roberts beingmortalcic@gmail.com

A director will be appointed to investigate the issue thoroughly. The person making the complaint will be invited to express their point of view, accompanied by a friend if requested. If the complaint is against a particular individual, this individual will be invited to express their point of view, accompanied by a friend if requested.

The appointed director will report back to the full Managing Team who will then take appropriate action, based on the statement of intent given in this policy (p.3).

If the complaint is against BEING MORTAL as a whole, the Managing Team must develop a plan to ensure that such discrimination does not re-occur and share this plan with all those associated with BEING MORTAL.

Any person reporting a complaint will be supported appropriately and not treated less well because of their action.

5 Relevant legislation

Every BEING MORTAL team member or individual accessing our services has the right not to be discriminated against or to suffer a detriment (be treated unfairly) on grounds of the nine protected characteristics under the Equality Act 2010.

These are:

- age
- disability
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity
- race
- religion and belief
- sex
- sexual orientation

Full detail of this legislation can be found at:

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

