

Diversity, Equity, and Inclusion Policy

1. Purpose

At The Blaggrave Trust we are dedicated to fostering a fair and just society. We view young people as powerful forces for change and are committed to creating inclusive spaces where their voices and leadership drive meaningful impact. This policy outlines our approach to diversity, equity, and inclusion (DEI), going beyond compliance to set best practices that reflect our mission and values.

2. Scope

This policy applies to all employees, trustees, contractors, and partners. It shapes how we work with partners, design programs, and allocate resources to achieve systemic change.

3. Legal Framework

We are committed to meeting and exceeding the requirements of the Equality Act 2010 and other relevant legislation in England, including:

- Human Rights Act 1998
- Employment Rights Act 1996
- Health and Safety at Work Act 1974

4. Our Commitments

In all the work that we do, we commit to:

Equity:

- Address systemic barriers and ensure equitable opportunities and outcomes for all, recognizing that treating everyone the same does not achieve fairness;
- Recognise and address the systemic barriers faced by the young people we are here to serve.

Diversity:

- Celebrate and amplify diverse perspectives, experiences, and identities, including those related to race, gender, sexual orientation, disability, socio-economic background, and other intersecting factors.

Inclusion:

- Create brave spaces¹ where:
 - Everyone feels safe, respected, and empowered to contribute fully and to engage in courageous conversations and to challenge each other's perspectives;
 - Individual differences and contributions are recognised and valued;
 - People with lived and learned experience feel empowered to contribute to decision making processes.

Anti-oppression:

- Challenge and dismantle oppressive systems and practices that silence or marginalise young people we are here to serve, within our organisation and the wider sector.

Lived Experience:

- Value the voices and leadership of individuals and communities with lived experience of injustice.

5. Implementation

Working environment:

- Create a working environment:
 - That is free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
 - Where everyone is able to challenge language and attitudes which discriminate against others.
 - Where different needs are identified and catered for, as much as possible.
 - Where flexible working arrangements are available as part of supporting diverse needs, for example for carers or individuals with disabilities, or due to faith-based/religious requirements.

Recruitment and Retention:

¹ Unlike a safe space, brave spaces are designed to handle risk and discomfort. The people within them are prepared to exist in discomfort and navigate it together.

- Use transparent, bias-free recruitment practices, encouraging applications from underrepresented groups in the sector.
- Commit to fair pay and progression opportunities for all employees.
- Adopt a transparent and consistent approach to paying people, including employees and freelance contractors.
- Build a workforce that reflects the diversity of the young people we serve.
- Conduct annual DEI survey to monitor the make-up of Blaggrave's workforce, identifying and proactively addressing any gaps identified.

Education and Training:

- Mandatory ongoing anti-oppression and DEI training for employees and trustees, at the right level.
- Encourage open dialogue and self-reflection on privilege, power, and positionality.
- Provide training and development opportunities to all employees and trustees according to organisational needs and, where appropriate, individual interests.

Governance:

- Ensure diverse representation at all levels, particularly in leadership roles.
- Embed DEI considerations into strategic planning and decision-making.

Accessibility:

- Ensure our services, spaces, and communications meet or exceed accessibility standards.
- Proactively identify and remove barriers to participation.

Partnerships:

- Collaborate with organisations that centre young people in their work and hold partners accountable to our DEI principles.

Youth-Centred Approach:

- Consider the needs, insights and aspirations of young people we are here to serve and their wider communities when designing our programmes, either through direct listening or wider listening.
- Allocate funding and resources that empower young people to lead initiatives and advocate for systemic change.

6. Accountability and Monitoring

The Head of Operations, alongside the Senior Management Team, and the trustee lead for diversity, equity and inclusion, regularly review this policy to reflect evolving best practices and community needs.

We publish this policy on our website and have mechanisms for staff and partners to raise concerns or provide feedback, ensuring these are addressed in a timely and restorative manner.

If you would like to raise any concerns about our funding programmes, please contact our Head of Grants Tessa Hibbert on Tessa.hibbert@blagravetrust.org.

For any other concerns, please contact our Head of Operations Valeria Tavares on valeria@blagravetrust.org.

7. Leading by Example

We recognise our responsibility as a social justice charity to not only comply with legal requirements but also to set an example for others in the sector. We will share our learning, advocate for systemic change, and use our platform to amplify underrepresented voices.

8. Conclusion

This policy reflects our commitment to investing in young people as agents of change. It is a living document, reviewed annually, to ensure it evolves alongside our work and the aspirations of the young people we serve.

9. Related policies

This policy should be read in conjunction with:

- Whistleblowing Policy
- [Complaints Policy](#)
- Approach to Pay and Progression (internal policy)
- Safer Recruitment Policy and Procedure
- Disciplinary Policy (in staff handbook)
- [Guidance on Religious Considerations in the Workplace](#)