



Equality, Diversity and Inclusion Policy

The Lambourn Junction Community Interest Company
The Blue House
Station Road
Lambourn
RG17 8PH

1. Purpose

Lambourn Junction Community Interest Company (LJCIC) is committed to fostering a diverse and inclusive community where everyone feels valued, respected, and has equal opportunities to contribute and thrive. This Equality, Diversity and Inclusion Policy outlines our commitment to creating a welcoming environment that celebrates differences and promotes equality.

2. Scope

This policy applies to all employees, volunteers, partners, and stakeholders associated with Lambourn Junction Community Interest Company. It encompasses all aspects of diversity, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religion, and socio-economic background.

3. Commitment to Diversity

LJCIC recognizes the intrinsic value of diversity in building a vibrant and dynamic community. We are committed to promoting diversity at all levels of our organisation and within the communities we serve. This commitment extends to creating an inclusive culture that respects and values the unique perspectives, skills, and experiences that each individual brings to our organisation.

4. Equal Opportunities

LJCIC is dedicated to providing equal opportunities for everyone, regardless of their background. We will ensure that all policies, procedures, and practices are free from

discrimination, harassment, and bias. Recruitment, training, promotion, and other employment-related decisions will be based on merit, skills, and qualifications.

5. Inclusive Practices

To foster inclusivity, LJCIC will implement inclusive practices in all aspects of our work. This includes but is not limited to:

- a. Providing training and education on diversity and inclusion for all employees and volunteers.
- b. Creating an accessible physical and digital environment for everyone.
- c. Encouraging open communication and active listening.
- d. Celebrating cultural and religious holidays, events, and awareness campaigns.
- e. Providing reasonable accommodations for individuals with disabilities.

6. Reporting and Addressing Discrimination

LJCIC is committed to promptly addressing any incidents of discrimination, harassment, or unfair treatment. We encourage individuals to report any concerns to their supervisor, manager, or another designated person. Reports will be treated confidentially, and appropriate action will be taken to address the issue.

7. Monitoring and Evaluation

LJCIC will regularly review and evaluate the effectiveness of this Diversity and Inclusion Policy. This includes analysing demographic data, gathering feedback, and making necessary adjustments to ensure continuous improvement.

8. Communication and Awareness

LJCIC will communicate its commitment to diversity and inclusion internally and externally. This may include publishing the Diversity and Inclusion Policy on our website, conducting awareness campaigns, and integrating diversity and inclusion principles into our communication materials.

9. Leadership Accountability

The leadership team at LJCIC is responsible for championing diversity and inclusion within the organisation. They will lead by example, fostering a culture that values and embraces diversity.

10. Review and Revision

This policy will be reviewed regularly and revised as necessary to ensure its continued relevance and effectiveness in promoting diversity and inclusion within Lambourn Junction Community Interest Company.

Acknowledgment:

By volunteering with Lambourn Junction CIC, you acknowledge that you have read, understood, and agree to abide by this policy.

- Policy approved on: 8 December 2023
- Next review date: 7 December 2024

Change Control

- 2023-12 - Policy revised and updated