



Old Farnley & District Community Association

Trading as Farnley Community Centre

Charity Number: 1206552

EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY

Effective from: 01/09/2026

Review by: 01/09/2027

Equality, Diversity & Inclusion (EDI) Policy

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For: Old Farnley & District Community Association trading as Farnley Community Centre

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1. Introduction & Purpose

Old Farnley & District Community Association, trading as Farnley Community Centre, is committed to promoting equality, diversity and inclusion in all areas of our work. We believe everyone has the right to be treated fairly, with dignity and respect, and to participate fully in our community, free from discrimination, harassment or victimisation.

2. Scope

This policy applies to trustees, staff, volunteers, contractors, service users and visitors. It covers all activities, services, employment and volunteering opportunities provided by the charity.

3. Legal Framework

This policy is underpinned by the Equality Act 2010, the Human Rights Act 1998, and other relevant legislation. The Equality Act identifies nine protected characteristics which must not be used as a basis for discrimination.

4. Our Commitment

We are proud to be a community hub serving a diverse population. We will work actively to remove barriers that prevent participation and will champion equality of opportunity for all. We celebrate diversity and will create an inclusive environment where everyone feels welcome and valued.

5. Protected Characteristics

We are committed to preventing unlawful discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

6. Responsibilities

Trustees will:

- Provide leadership and accountability for equality, diversity and inclusion.

- Approve and monitor this policy and its implementation.

All staff and volunteers will:

- Treat everyone with dignity and respect.
- Challenge inappropriate behaviour and discrimination.
- Report concerns about discrimination, harassment or bullying.

7. Recruitment & Training

- Recruitment, selection and promotion will be based on merit and fairness.
- We will take steps to attract applications from underrepresented groups.
- All representatives will receive equality and diversity training appropriate to their role.

8. Service Delivery

- Ensure that our services are accessible to all sections of the community.
- Make reasonable adjustments for people with disabilities.
- Consult with service users to ensure we meet diverse needs.

9. Discrimination, Harassment & Bullying

We will not tolerate discrimination, harassment or bullying in any form. Any complaints will be taken seriously and dealt with promptly in line with our complaints and disciplinary procedures.

10. Monitoring & Review

We will monitor the effectiveness of this policy through feedback, complaints monitoring and regular reviews. The policy will be reviewed annually or sooner if required by legislative or organisational change.

11. Policy Governance

- Approved by the Board of Trustees of Old Farnley & District Community Association on 01/09/2026.
- Next review due annually.
- Policy owner: Chair of Trustees (Peter Allison).