UMAY PREVENTION CIC

Equality, Diversity and Inclusion Policy

Policy Version	1.1
Date of Implementation	15.10.2026
Approved By	Sinem Aksay, Pinar Cangir, Yunus Emre Berk
Date of Approval	15.10.2026
Next Review Date	15.10.2027

1. Policy Statement

Umay Prevention CIC ("UMAY") is committed to advancing equality, promoting diversity, and embedding inclusion across all areas of our governance, employment practices, partnerships, and service delivery.

We recognise that violence against women and girls (VAWG) disproportionately affects women and girls who experience structural inequality, including migrant women, racially minoritised communities, disabled women, LGBTQ+ individuals, and those facing language or immigration barriers.

We are committed to:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between different communities
- Delivering culturally responsive, trauma-informed and survivor-centred services

This policy applies to all directors, staff, volunteers, contractors, consultants, and anyone representing UMAY.

2. Legal Framework

This policy is informed by:

- Equality Act 2010
- Human Rights Act 1998
- Children Act 1989
- Care Act 2014
- Relevant safeguarding and VAWG statutory guidance

Although UMAY is not a public authority, we adopt the principles of the Public Sector Equality Duty as sector best practice.

3. Scope

This policy covers:

- Recruitment and employment

- Volunteer engagement
- Governance and leadership
- Service delivery and programme design
- Partnership working
- Procurement
- Communications and outreach

4. Protected Characteristics

In accordance with the Equality Act 2010, UMAY prohibits discrimination based on:

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

We also recognise additional vulnerabilities relevant to VAWG work, including:

- Immigration status
- Language barriers
- Socioeconomic disadvantage
- Experience of trauma
- No recourse to public funds (NRPF)

5. Our Commitments

5.1 Inclusive Service Delivery

UMAY will:

- Provide culturally and linguistically responsive services
- Ensure services are accessible to migrant and racially minoritised women
- Use trauma-informed practice
- Avoid victim-blaming language
- Provide interpretation and translation where possible
- Make reasonable adjustments for disabled service users
- Monitor access and outcomes to identify disparities

We will actively identify and reduce barriers to access.

5.2 Safe and Respectful Working Environment

We will:

- Maintain a zero-tolerance approach to discrimination, harassment or bullying
- Promote inclusive leadership and accountability

- Ensure complaints procedures are accessible and safe
- Take prompt action where discriminatory behaviour occurs

5.3 Recruitment and Employment

UMAY is committed to fair, transparent recruitment processes.

We will:

- Use inclusive job descriptions and advertising
- Shortlist based on objective criteria
- Encourage applications from underrepresented communities
- Make reasonable adjustments during recruitment
- Ensure equitable pay practices
- Provide equal access to training and development

Positive action measures may be used where lawful and proportionate to address underrepresentation.

5.4 Governance and Leadership

The Directors will:

- Promote diversity at governance level
- Review equality data annually
- Ensure EDI considerations inform strategic decisions
- Monitor compliance with this policy

5.5 Partnership and Procurement

We will work with partners who:

- Share our commitment to equality and safeguarding
- Demonstrate anti-discriminatory practice
- Uphold survivor-centred values

Equality considerations will form part of commissioning and partnership decisions.

6. Intersectionality

UMAY recognises that individuals may experience multiple and overlapping forms of discrimination.

For example:

- Migrant women with insecure immigration status
- Disabled women facing gender-based violence
- Women from racially minoritised communities experiencing language barriers

Our approach acknowledges structural inequality and seeks to mitigate compounded disadvantage.

7. Monitoring and Data Collection

To promote accountability, UMAY will:

- Invite participants to complete a short, voluntary equality monitoring section on our forms, with a “Prefer not to say” option for every question
- Explain on each form why we ask for this information and how it will be used, and keep it separate from names and contact details

- Monitor workforce diversity
- Use data to inform service design and funding bids
- Review participation and service access by protected characteristics once a year, to identify groups we are not yet reaching (for example, older women), consider action to address any barriers, and report findings to the directors

All data will be handled in accordance with data protection legislation.

8. Reporting Concerns

Any individual who believes they have experienced discrimination within UMAY may:

- Raise concerns informally with a manager or director
- Submit a formal complaint under the Complaints Procedure
- Escalate safeguarding concerns under the Safeguarding Policy

All reports will be taken seriously and handled confidentially.

9. Responsibilities

Directors

- Ensure compliance with equality legislation
- Review policy annually
- Monitor equality outcomes

Staff and Volunteers

- Comply with this policy
- Challenge discriminatory behaviour
- Promote inclusive practice

Policy Lead (a director nominated by the directors)

- Maintain and update this policy
- Ensure induction is delivered
- Oversee equality monitoring

10. Training

Every staff member and volunteer will complete an induction covering:

- An introduction to UMAY, its values and its work
- UMAY's policies, including this policy
- Safeguarding responsibilities and how to raise a concern
- Equality, cultural awareness and trauma-informed practice, proportionate to the role

Induction is mandatory for all staff and volunteers. Further training will be provided or arranged where a role requires it and resources allow.

11. Review

This policy will be reviewed annually or sooner if:

- Legislation changes

- Sector guidance changes
- Monitoring identifies inequality
- A serious incident indicates policy revision is required