

## Equality and Diversity Policy

### Policy statement

We are wholeheartedly committed to encouraging equality, diversity, and inclusion in all our work and eliminating unlawful discrimination.

Our aim is to provide an inclusive and fair environment where all individuals, including our staff, clients, and partners, feel respected, valued, and safe. We recognise that the unique and personal experiences of diverse people must be acknowledged to provide effective safeguarding and VAWG services.

### Our Commitment to Equality, Diversity, and Inclusion

- **Understanding Intersectionality:** We understand that experiences of violence, abuse, and access to support can differ significantly for women based on their race, ethnicity, sexuality, gender identity (including transgender identity), disability, age, class, immigration status, faith, and other characteristics. Our approach is intersectional, ensuring the needs of all survivors, including the most marginalised, are central to our consultancy and practice.
- **Adherence to the Equality Act 2010:** We operate in compliance with the Equality Act 2010, which protects individuals from discrimination based on protected characteristics. We are committed to upholding these rights and actively work to challenge discrimination and oppression in all its forms.
- **Inclusive Service Delivery:** We strive to ensure our services and information are accessible to everyone, tailoring our approach to meet differing needs and capabilities. This includes offering flexible engagement options and making reasonable adjustments to remove barriers to access.
- **Zero Tolerance for Discrimination and Harassment:** We have a zero-tolerance approach towards bullying, harassment, victimisation, and unlawful discrimination within our organisation and in our interactions with clients and the public. Any such acts are taken seriously and addressed through clear procedures.
- **Continuous Learning and Accountability:** We are committed to a journey of continuous learning regarding equality, diversity, and inclusion. We monitor the effectiveness of our approach and actively seek feedback from clients and stakeholders to ensure we are meeting diverse needs and challenging our own biases and assumptions.

By embedding equality and diversity into all our practices, we aim to contribute to a society where all women and girls, and other vulnerable individuals, can live in safety and reach their full potential, free from violence and fear.

### Recruitment and promotion

- All recruitment and promotion decisions will be based on merit and the skills and qualifications required for the role.
- Job descriptions, advertisements, and interview questions will be free from bias.
- Opportunities for training and development will be equally available to all employees, linked to business needs and individual skills.

### Service provision and client interaction

- Solid Consultancy Ltd will provide its services to all clients on an equal basis, without discrimination.

- The company will take all reasonable steps to prevent third-party harassment (e.g., by partners, associates or clients) and will address complaints seriously.
- If a partner, associate or client behaves in a discriminatory or harassing way towards an employee, the company will take all possible and reasonable steps to prevent it from happening again.

#### **Policy implementation and monitoring**

- **Training:** All new employees will receive an induction on the equality and diversity policy. Ongoing training will be provided to all staff to raise awareness and promote inclusive behaviours. All associates will be expected to evidence their own equality and diversity training.
- **Monitoring:** The managing director will be responsible for monitoring and reviewing employment records and other relevant data to ensure adherence to the policy and to identify any potential inequalities.
- **Feedback:** An open-door policy will be maintained to encourage feedback on the policy and to address any concerns.
- **Review:** The policy will be reviewed and updated as necessary, to reflect changes in legislation and to improve its effectiveness.
- **Communication:** The policy will be communicated to all staff, associates, contractors, and visitors, and copies will be readily available.

Reviewed November 2025.