



Equality, Diversity, and Inclusion Policy

Last update: Feb 2026

Next update: Feb 2027

Charity name: URBOND

Responsible person: **Ousmane Drame**

Policy Statement

URBOND is committed to promoting equality, diversity and inclusion (EDI) within our workforce and in the delivery of our services. We aim to eliminate unlawful discrimination and ensure all individuals are treated with dignity and respect.

We strive to create a working and service environment where everyone feels valued, included, and empowered to give their best. We want our workforce to be truly representative of all sections of society, and our services to reflect and respond to the needs of our diverse community.

Our policy's purpose

The purpose of this policy is to:

1. Ensure equality, fairness and respect for all in our employment—whether full-time, part-time, or temporary.
2. Comply with the Equality Act 2010 and related legislation by not unlawfully discriminating on the basis of:
 - o Age



- Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. Oppose and actively prevent all forms of unlawful discrimination in areas including:
- Recruitment and selection
 - Pay and benefits
 - Terms and conditions of employment
 - Promotion and training opportunities
 - Parental leave and flexible working requests
 - Grievance and disciplinary processes
 - Redundancy and dismissal

Our commitments

URBOND commits to:

- Champion equality, diversity and inclusion as part of good governance and effective service delivery.
- Foster a workplace free from bullying, harassment, victimisation and unlawful discrimination.



- Promote a culture of dignity and respect, where individual differences and contributions are recognised and valued.
- Provide training for all employees and volunteers to understand their rights and responsibilities under this policy.
- Ensure all staff understand they may be held personally accountable for acts of discrimination or harassment committed during their employment.
- Treat all complaints of discrimination, bullying, harassment and victimisation seriously and in line with our grievance and disciplinary procedures.
- Address any serious misconduct that may amount to gross misconduct and could lead to dismissal without notice.
- Recognise that sexual harassment may constitute a criminal offence, such as under the Sexual Offences Act or the Protection from Harassment Act 1997.
- Make training, development and progression opportunities accessible to all staff.
- Base decisions solely on merit, except in lawful positive action initiatives.
- Regularly review employment practices to ensure compliance with the latest legislation.
- Monitor the diversity of our workforce to support equal opportunity efforts.
- Evaluate this policy annually and take action to address areas for improvement.

Admissions

URBOND is committed to providing fair, inclusive, and equitable access to all our programmes for children, young people (aged 0–25), and their families. We welcome participants from all backgrounds, and admission decisions are guided by principles of fairness, need, and resource availability—not by personal characteristics or any protected attributes under the Equality Act 2010.

We operate an open-door policy for young people across the city and strive to make our services as accessible as possible. While most of our programmes are open to all, certain



activities may have age-specific criteria (e.g., Youth Club sessions or football groups separated by age to ensure safety and appropriate participation).

To ensure the wellbeing of every participant, all children and young people must have a completed consent form signed by a parent, carer, or responsible adult before joining our sessions. This form collects essential information such as:

- Medical conditions
- Food allergies or dietary requirements
- Emergency contact details
- Other relevant personal or safeguarding information

The consent form can be accessed on our website or directly via the following link:

 [URBOND Consent Form](#)

Although URBOND is not a specialist SEND (Special Educational Needs and Disabilities) provider, we are committed to supporting children and young people with additional needs to the best of our ability, within the scope of our resources and facilities. We will always work collaboratively with families to explore appropriate adjustments, while prioritising the safety and inclusion of all participants.

Please note: Our Youth Club is currently located on the second floor of our building, which does not have lift access and may not be suitable for wheelchair users. However, several key facilities—including our Library, Offices, Music Studio, and Computer Room—are located on the ground floor and are wheelchair accessible.

We encourage families and carers to contact us in advance to discuss any access requirements or support needs.

Implementation and Responsibilities

This policy is supported at the highest level and has been formally agreed by URBOND's Board of Trustees. All staff and volunteers are expected to comply with the policy and help create an inclusive culture.

Grievance and Disciplinary Procedures



Any concerns or breaches related to this policy should be raised through URBOND's grievance procedures. These are available on request by emailing: info@urbond.org.

Use of internal procedures does not affect an employee's statutory right to lodge a complaint with an Employment Tribunal within the relevant legal timeframe.

This policy was last reviewed in: 6th February 2026

Signed:

Ousmane Drame

A handwritten signature in black ink, appearing to read "Ousmane Drame", written over a horizontal line.