



HOPE International Development Agency UK

Equality, Diversity and Inclusion Policy

Adopted March 2023; Review: every 3 years

Mission: HOPE UK's partnership with poor, rural communities is motivated by compassion, a desire for justice, a belief in dignity and equality for all, and recognition that we are stewards of God's creation.

1. Statement

HOPE UK's mission speaks of a desire for justice and a belief in dignity and equality for all. It implicitly recognises that there are entrenched injustices and inequalities within and between countries - and that many are due to historic power relations and exploitation. If we are to truly adhere to our mission, we must ensure that all our relationships - between HOPE in the UK, Ethiopia and Canada, within HOPE UK and with those it comes into contact in the course of its work - are conducted in a way which builds and reinforce healthy and equal partnerships. This means a daily commitment to equality, diversity and inclusion.

2. Recruitment

HOPE UK actively welcomes volunteer, staff or trustee applicants from under-represented groups and particularly from men and women with Ethiopian heritage, recognising the value of diverse perspectives and lived experience.

HOPE UK will short-list, interview and select staff, trustees and volunteers without regard to protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. It will support the active and positive engagement of everyone who works with HOPE UK.

3. Ways of working and when it goes wrong

HOPE UK will not condone, accept or ignore any forms of discrimination - that is, differential treatment - on the grounds outlined above. It will seek to treat everyone it works with - volunteers, HOPE partners - with dignity and respect.

Discrimination, bullying or harassment or threats to safeguarding (see our safeguarding policy) are not acceptable and everyone involved in HOPE UK has a responsibility to speak out if they witness it. We encourage any concerns about such behaviour to be raised so that they can be addressed properly and promptly (including in line with our safeguarding or whistleblowing procedures where these apply) and we can learn from what has gone wrong.

Any cause for concern or formal complaint can be made through the appropriate channels:

- For volunteers, their designated point person or the Chair of HOPE UK
- For staff, the Chair of HOPE UK (chair@hope-international.org.uk)
- For any safeguarding concerns, the designated Trustee lead for safeguarding (currently Rev'd Chris Haywood chris.haywood3@btinternet.com)
- For supporters, the fundraiser (juliec@hope-international.org.uk) or Chair of HOPE UK.

If the matter remains unresolved, it can be raised with the Charity Commission for England and Wales as set out in our whistle blowing policy.

Cases will be taken seriously and will be investigated independently of the person against whom a complaint is being made. At the very least, a written acknowledgement will be sent within 48 hours and a response will be supplied to the complainant when investigation is complete.

4. Communications

HOPE UK will adhere to best practice in the way it communicates its aims and activities. It will ensure that the dignity of the communities with which it works is maintained in its use of visual images and written stories, acknowledging men, women and children's agency and voice and avoiding portraying them as victims.

Similarly, it will represent the work of HOPE UK appropriately - as an expression of partnership and tackling injustice rather than benevolence.

It will work with HOPE partners to ensure that principles of informed consent and confidentiality are upheld.