

Uzima in Our Hands: Equality, Diversity and Inclusion policy

Uzima in our Hands is an Isle of Wight based Christian Charity. We support vulnerable children in rural Western Kenya mainly with scholarships to attend school.

Our Mission Statement:

- To support very vulnerable children in rural Western Kenya
- To provide education, food and basic health care for children who live in extreme poverty and need.

PREAMBLE

This Policy is applicable in whole to Volunteers with Uzima in Our Hands. Those parts of the Policy relating to protected (Christian) faith characteristics apply solely to the Trustees, who, as the ones with ultimate responsibility for the governance of the Charity, have the right to select Trustees to direct the Charity, according to the Charity's faith basis.

'Charity Trustees are the people who share ultimate responsibility for governing a charity and directing how it is managed and run' (Charity Commission).

This is a right, both protected by law, as Trustees are not employed by the Charity, and which additionally does not go against Charity Commission rulings.

This means that while Uzima in Our Hands is committed to encouraging equality, diversity and inclusion among all involved with the Charity, there is an additional condition for Trustees, that they share the same Christian faith on which Uzima in Our Hands is founded.

AIMS

Apart from its adherence to protecting the characteristics of the Christian faith for its Trustees, the aims of the Charity are to:

- ensure equality, fairness and respect for all involved;
- not unlawfully discriminate, according to the Equality Act 2010, against protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation;
- discriminate positively, both in the provision of services to and in its dealing with children with additional needs;
- oppose and avoid all forms of unlawful discrimination. This include the Charity's dealings with grievances and training, and developmental opportunities.

The Charity commits to:

- Encourage equality, diversity and inclusion with Volunteers and also with Trustees within the agreed faith conditions;
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual

differences and the contributions of all are recognised and valued;

- Look for opportunities to provide appropriate support and resources for children with additional needs, whether physical, emotional or mental;
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by both trustees, volunteers, visitors to the Project, the public and any others in the course of the Charity's work activities.

All workers with the Charity should understand :

- that their responsibilities include conducting themselves in such a way that they assist the Charity in providing equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination;
- that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their work with the Charity, against fellow workers.

NB The aims of this Policy are to be shared with the Project team in Kenya, who it is expected, will adapt the wording according to their own circumstances, but share the same values as the UK based UIOH.

Signed.....Joy Mowle..... Name....JOY MOWLE.....

Date.....08.08.2024.....Date of Review.....August 2025.....