

## **The Charity Retail Consultancy equity, diversity & inclusion policy**

At The Charity Retail Consultancy we are committed to challenge and address structural inequalities and to work towards a society where people from every background can access the same resources, opportunities and power and have the chance to thrive.

We acknowledge there are structural inequalities in our society, and we believe we have a part to play in challenging discrimination and to change structures to move towards achieving greater equity, diversity and inclusion through all that we do are and stand for.

Our equity, diversity and inclusion policy is not complete; we are on a journey and will continue to review progress and to commit to building on it and doing more. But we are clear that our team is willing and ready to improve, that we will challenge injustice where we see it and we will be accountable for our actions.

We believe that the UK charity retail sector has been slow to address issues around equity, diversity and inclusion. At The Charity Retail Consultancy we strive to listen harder and to play a greater part to change things. We will look for the opinions and experiences of people who are underrepresented (e.g. different ethnicities, genders, abilities, sexualities, classes, backgrounds), and will try to support them in what we do.

We think that if the charity retail sector is open to a wider range of opinions and experiences, we will all be able to generate new ideas, we'll learn more and make better decisions; We will all be the richer for it.

*In our work as Charity Retail Consultancy employees and associates we will:*

- Make sure our processes and ways of working are accessible to everyone we work with
- Ensure our work and our recommendations for charity clients always considers the impact on and potential for the wider community
- Challenge discrimination where we find it and always challenge a 'one size fits all' approach to our sector
- Seek to encourage applications (?) for staff and associate roles from a diverse range of people
- Undertake regular training and development opportunities that enhances our abilities and our commitment to equity, diversity and inclusion, giving everyone a fair opportunity to take part, regardless of their background
- Ensure staff feel included, supported and able to thrive in a workplace that supports health, wellbeing, and respects and celebrates diversity
- Work with partners who share our ethics and values
- Review the data we collect to help us track our successes and challenges around equity, diversity and inclusive practice
- Act as role models and champions, upholding our vision and values, and challenging behaviours that don't reflect it

*In how we communicate, we will:*

- Ensure we speak to members of charities and our communities in ways that work for them
- Always try our best to stand with and strengthen the diverse voices of the people in the charities we support
- Find effective ways to monitor how equitable, diverse and inclusive we are in all elements of our work and report progress annually

We believe that by striving to be truly equitable, diverse and inclusive we can better reflect and enhance our commitment to social justice.