

EQUALITY, DIVERSITY, & INCLUSION POLICY

Promoting Wellbeing for All



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POLICY REVIEW

This policy will be reviewed annually or sooner if there are changes in legislation or organisational structure.

**UPDATED:
DECEMBER 2024**



POLICY STATEMENT

At Pausa Life, we are committed to promoting equality, diversity, and inclusion (EDI) in all aspects of our work. We believe in creating a welcoming environment that respects and values differences, ensuring that everyone—regardless of their background or circumstances—has the opportunity to thrive. This policy outlines our approach to embedding EDI in our operations, courses, and community engagement.

SCOPE

This policy applies to all staff, volunteers, participants, and stakeholders involved with Pausa Life. It covers all activities, including course delivery, recruitment, partnerships, and community interactions.



|| Pausa Life

OUR COMMITMENT



PAUSA LIFE WILL:

1

PROMOTE EQUALITY:

Ensure equal opportunities for all, avoiding discrimination based on age, disability, gender, gender identity, marital status, pregnancy, race, religion, sexual orientation, or socio-economic status.

Provide reasonable adjustments to accommodate individual needs.

2

FOSTER DIVERSITY:

Celebrate and respect the diversity of backgrounds, experiences, and perspectives within our team and community.

Encourage contributions from a wide range of voices to enrich our work and impact.

3

CHAMPION INCLUSION:

Create an environment where everyone feels valued, supported, and empowered to participate fully.

Address barriers to participation and actively seek ways to include underrepresented groups.

IMPLEMENTATION

TO UPHOLD OUR EDI PRINCIPLES, PAUSA LIFE WILL:

Policy Awareness and Training:

Ensure all staff and volunteers understand their responsibilities under this policy. Regular training sessions will be provided.

Inclusive Recruitment:

Use fair and transparent processes to recruit staff and volunteers from diverse backgrounds.

Community Engagement:

Work with diverse communities to ensure our courses meet their needs and are culturally sensitive.

Accessibility:

Make our courses and activities accessible to all, including providing materials in alternative formats when required.

Feedback Mechanisms:

Encourage feedback to identify areas for improvement in our EDI practices.



RESPONSIBILITIES



ESTA BORDONI

Designated Lead: Esta Bordoni

Phone: 07396 799 318

Email: esta.bordoni@pausa.life



**ADAM
BATES**

Designated Lead: The Safeguarding Lead, Esta Bordoni, will oversee the implementation and monitoring of this policy.



**DR JAMES
BORDONI**

Staff and Volunteers: All team members are responsible for upholding EDI principles in their work and interactions.
Monitoring



**HELEN
ALLEN**

Any concerns related to equality, diversity, or inclusion should be reported to the Safeguarding Lead, Esta Bordoni

MONITORING AND REVIEW

Pausa Life will regularly review this policy to ensure its effectiveness and relevance. Updates will be informed by participant feedback, legislative changes, and best practices in EDI.



CONCLUSION

By embedding equality, diversity, and inclusion into everything we do, Pausa Life aims to create a supportive and empowering environment for all. We are committed to continual learning and improvement to better serve our community and uphold our values.



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CONTACT INFORMATION :

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