



LimbPower

LPHR04

LimbPower Equality, Diversity and Inclusion Policy

Version: 4

Author: K Roche/J Williams/G May

Date: 1st August 2025

PURPOSE

LimbPower recognises that clear, robust policies are essential to the efficiency, integrity, and sustainability of our charity. They provide a framework that supports our trustees, staff, volunteers, and community members to work effectively and with confidence. This Equality and Inclusion Policy reflect our commitment to embedding fairness, respect, and equity across everything we do. It is guided by best practice in governance and charity management, and draws on principles from safeguarding adults and children, equality, diversity, and inclusion, ensuring our policies, processes, and guidance work together to create safe, inclusive, and empowering environments for all members of our community.

LimbPower will continue to promote diversity and social inclusion as part of our governance strategy. We will continue to build a culture of diversity and inclusion across all areas of the organisation, including Board appointments, staff, volunteers, membership, and participation. LimbPower recognises that equality in sport has not yet been achieved and is something that we, alongside our partners, strive towards through our internal policies and programmes.

EQUALITY POLICY STATEMENT

LimbPower have updated our equality and diversity policy to reflect the growth in the organisation and our governance journey. LimbPower will continue to promote diversity and social inclusion as part of our governance strategy.

LimbPower will continue to build towards a diverse and inclusive culture that recognises and develops the potential of all stakeholders. We recognise the benefit of having a diverse community of Board members, staff, volunteers, community membership, and participants who value one another and recognise each other's contributions.

LimbPower will endeavour to have a Board that represents the community we serve, with 50% of Board members being representative of the limb-impaired community.



LimbPower recognises that equality in sport has not yet been achieved and is something that ourselves and our partners strive towards through our internal policies and programmes.

EQUALITY POLICY

1. LimbPower recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Charity and its employees to utilise the skills of the total workforce. It is the aim of the Charity to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of their protected characteristics identified by the equalities act (2010);
 - age,
 - disability,
 - gender,
 - gender reassignment,
 - marriage/civil partnership,
 - pregnancy/maternity,
 - menopause,
 - neurodiversity,
 - race,
 - religion or belief,
 - sex, or
 - sexual orientation.

We acknowledge that inclusive workplaces must also account for the evolving understanding of diversity, including neurodiversity (variations in thinking and cognition such as autism, ADHD, or dyslexia) and life-stage transitions such as menopause, which can impact health, performance, and participation.

2. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best.
3. LimbPower opposes all forms of unlawful and unfair discrimination or victimisation. To that end, the purpose of this policy is to provide equality and fairness for all in our employment.
4. All employees, whether part-time, full-time, or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full

potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

5. Our staff will not discriminate directly or indirectly, or harass customers or clients because of age, disability, gender reassignment, pregnancy and maternity, menopause, neurodiversity, race, religion or belief, sex, or sexual orientation in the provision of the charities programmes and services.
6. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission (EHRC), *Public Sector Equality Duty (PSED)*, and *best practice recommendations from CIPD (Chartered Institute of Personnel and Development)*.

INTERSECTIONALITY

Intersectionality is the recognition that individuals may experience overlapping and compounding forms of disadvantage or privilege based on their combined characteristics, such as race, gender, disability, and socioeconomic status. For example, a disabled woman from a minority ethnic background may encounter unique barriers in the workplace that differ from those experienced by her peers. By addressing intersectionality, we aim to ensure our policies and practices do not focus on single issues in isolation but instead holistically support those who face complex, intersecting forms of inequity.

Intersectionality also requires us to consider how safeguarding needs may intersect with protected characteristics, for example, a disabled child or an older adult from a minority background may require additional safeguarding measures to ensure their full inclusion and protection.

RIGHTS OF DISABLED PEOPLE

The Charity attaches particular importance to the needs of disabled people.

Under the terms of this policy, staff are required to:

- Make reasonable adjustments to maintain the services of an employee who becomes disabled, for example, training, provision of special equipment, reduced working hours. (NB: managers



are expected to seek advice on the availability of advice and guidance from external agencies to maintain disabled people in employment).

- Include disabled people in training/development programmes.
- Give full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their aptitudes and abilities to allow them to be able to do the job.

OUR SERVICES

LimbPower will regularly consult members and ensure that the opportunity and support provided at local, regional and a national level meets their needs and aspirations, subject to availability of resources.

All LimbPower Staff/Board members are aware of the different levels of amputation and limb impairment, of the relevant terminology and the impact the impairment has on the individual physically, psychologically and socially. LimbPower takes an interest in all community members and their families, ensuring individuals do not feel excluded, and actively promotes safeguarding practices to protect both adults and children from harm.

OUR COMMITMENT

- To create an environment in which individual differences and the contributions of all our staff and volunteers are recognised and valued.
- To create an environment in which individual differences, contributions, and wellbeing are recognised and valued, and where safeguarding of adults and children is a priority.
- Every employee and volunteer is entitled to a working environment that promotes dignity, respect and safety for all, including robust safeguarding of adults and children. No form of intimidation, bullying, or harassment will be tolerated.
- Training, development, and progression opportunities are available to all staff and key volunteers.
- To promote equality in the workplace, which we believe is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Board



- *This policy will be monitored and reviewed every two years to reflect new statutory obligations or diversity practices.*
-

RESPONSIBILITIES OF MANAGEMENT

The Chief Executive is responsible for ensuring the effective implementation and operation of the arrangements. All staff operate within this policy and arrangements, and all reasonable and practical steps are taken to avoid discrimination. Each staff member will ensure that:

- All staff are aware of the policy and the arrangements and understand the reasons for the policy.
- Grievances concerning discrimination are dealt with properly, fairly, and as quickly as possible.
- Proper records are maintained.

The Board will be responsible for monitoring the operation of the policy.

RESPONSIBILITIES OF STAFF

All staff must uphold this policy to ensure fairness in employment practices. Staff should:

- Comply with the policy and arrangements.
 - Not discriminate in their day-to-day activities or induce others to do so.
 - Not victimise, harass, or intimidate other staff or groups who have, or are perceived to have, one of the protected characteristics.
 - Ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
 - Inform their manager if they become aware of any discriminatory practices.
 - Ensure that they understand and comply with LimbPower's safeguarding policies and procedures, actively protecting adults and children from harm while promoting inclusion and respect.
-



RECRUITMENT

LimbPower will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment. The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

LimbPower will maintain a neutral working environment in which no employee or worker feels under threat or intimidated.

1. The recruitment and selection process is crucially important to any equal opportunities policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions.
2. Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.
3. Job descriptions, where used, will be revised to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any personnel specifications.
4. We will adopt a consistent, non-discriminatory approach to the advertising of vacancies.
5. All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.
6. All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.
7. Short listing and interviewing will be carried out by more than one person where possible.
8. Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.
9. We will not disqualify any applicant because he/she is unable to complete an application form unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.
10. Selection decisions will not be influenced by any perceived prejudices of other staff.



MONITORING

1. We will maintain and review the employment records of all employees in order to monitor the progress of this policy.
2. Monitoring may involve:-
 - a. the collection and classification of information regarding the race in terms of ethnic/national origin and sex of all applicants and current employees;
 - b. the examination by ethnic/national origin and sex of the distribution of employees and the success rate of the applicants; and
 - c. recording recruitment, training and promotional records of all employees, the decisions reached and the reason for those decisions.
3. The results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants and staff.

We recognise that discrimination is unacceptable and although equality of opportunity has been a long-standing feature of our employment practices and procedure, we have made the decision to adopt a formal equal opportunities policy. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

REVIEW

The effectiveness of this policy and associated arrangements will be reviewed *every two years* under the direct supervision of the Chief Executive and the Chairman. This policy was last updated on **1st August 2025** by Kiera Roche and signed off by the Board on 19th September 2025.