



Equality, Diversity and Inclusion Policy

Our Commitment

At Cardiff City of Sanctuary (CCoS) , we believe everyone should be treated with dignity, fairness, and respect no matter who they are.

We welcome and celebrate people from all backgrounds. This includes our members, volunteers, partners, and the people we support. We are committed to creating a safe, inclusive and supportive environment for all.

What Equality, Diversity and Inclusion Means to Us

- **Equality** means everyone has the same rights, opportunities, and access to support.
- **Diversity** means recognising, respecting and valuing people's differences.
- **Inclusion** means making sure everyone feels welcome, valued, and able to take part.

Our Aims

We aim to:

- Treat everyone fairly and with respect.
- Support a diverse team that reflects our wider community.
- Make sure our recruitment, training and services are open and fair to all.
- Tackle discrimination, bullying or unfair treatment wherever it happens.

We do not tolerate discrimination based on age, disability, race, nationality, religion or belief, gender identity, sex, sexual orientation, or any other unfair reason.

What We Do

- We make sure everyone knows about this policy during induction.
- We offer training on equality and inclusion.
- We advertise opportunities fairly and openly.

- We use inclusive language in everything we write or say.
- We work with partners who share our values.

Speaking Up

If anyone feels they have been treated unfairly, bullied or discriminated against, we encourage them to speak up. This can be through:

- Talking to a contact person or another member of the Cardiff City of Sanctuary team
- Using our complaints procedure

We will take all concerns seriously and act promptly and fairly.

Working Together

We expect everyone involved in Cardiff City of Sanctuary to support this policy and treat others with kindness and respect.

Review and Updates

We will review this policy every two years to make sure it stays up to date and relevant.

For advice or support:

- **Equality and Human Rights Commission:** www.equalityhumanrights.com | 0808 800 0082
- **ACAS (Employment Support & Advice):** www.acas.org.uk | 0300 123 1150

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Date: 09/02/2026

Policy Review Information

Policy version: 1:2

Next review date: 09/02/2027