



# Hay, Brecon & Talgarth Sanctuary for Refugees

## **Equality, Diversity and Inclusion policy**

Hay Brecon and Talgarth Sanctuary for Refugees [HBTSR] is committed to treating all people equally and with respect and kindness. We aim to create a safe and welcoming atmosphere for everyone.

We aim to design our activities, services and decision making processes specifically to encourage and support participation from people who may face disadvantage in society.

The UK Equality Act of 2010 states that it is illegal to discriminate on the basis of race, religion, sexual orientation, age, disability, marital status, pregnancy or gender reassignment.

HBTSR require all who participate in its activities to show mutual respect, whether they are trustees, volunteers or people seeking sanctuary.

We wish to create an environment of equality, diversity and inclusion, free from bullying, harassment or victimisation.

The policy will be shared to raise awareness, create equal opportunity and encourage participation.

We encourage anyone who feels subject to discrimination to raise their concerns.

This may be done by email to [hbts4refugees@gmail.com](mailto:hbts4refugees@gmail.com)

We will investigate any incidents via our trustees.

The aim will be to follow up on any unacceptable behaviour and foster discussion with both parties, with a view to improving relationships.

We will document any incidents and review the outcome of any investigation.

This policy will be subject to periodic review as needed.

AD approved November 2025