

RRN Equality, Diversity and Inclusion Policy

Last reviewed: 10/02/25



1 Introduction

This policy applies to anyone working on behalf of RRN, including the members of the Board of Trustees, paid staff and volunteers. The purpose of this policy is to ensure anyone working on behalf of RRN understands the charity's commitment to:

1. Provide equality, fairness and respect for staff, volunteers, Trustees and beneficiaries.
2. Not unlawfully discriminate because of the Equality Act 2010's protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Go beyond the commitments in the Equality Act and actively oppose and eliminate disadvantage and discrimination.

The Rural Refugee Network commits to:

- Striving to recruit diverse volunteers, Trustees and staff members, identifying barriers for those with lived experience and building an inclusive, respectful culture. We recognise that those with lived experience of migration may need adjustments to processes, training and logistics to ensure equitable access and avoid retraumatisation or exclusion.
- Working hard to ensure that we reach everyone who could benefit from our services and that they can easily access what we offer and feel included and able to benefit fully.
- Considering accessibility throughout planning, delivery and evaluation of our volunteer and staff recruitment and our core and project activities.
- Ensuring new staff and volunteers understand this policy as part of their induction.

Reasonable Adjustments

RRN commits to making reasonable adjustments where possible. A 'reasonable adjustment' is a change to remove or reduce the effect of a volunteer or employee's disability so they can do their job or a job applicant's disability when applying for a job. What is reasonable will depend on the circumstances of each case, but adjustments could be to:

- the physical environment
- the ways things are done
- provision of extra equipment or someone to assist the employee, volunteer or job applicant

When deciding whether an adjustment is reasonable we will consider:

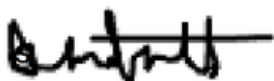
- how effective the change will be in avoiding the disadvantage the employee or volunteer would otherwise experience
- its practicality
- the cost
- our resources and size
- the availability of financial support.

The overall aim will be, as far as possible, to remove or reduce any substantial disadvantage faced by a staff member, volunteer or job applicant which would not be faced by a non-disabled person.

We are committed to reviewing our policies annually.

This policy was last reviewed February 2025

Signed



Chair of *Board of Trustees*

Dated 10/2/2025