

Infinity Dogs Community Interest Company

Registered company: 14947355

Equality, Diversity and Inclusion (EDI) Policy 6 (1)

Infinity Dogs CIC

1. Purpose and commitment

- Infinity Dogs CIC (“ID”) is committed to equality, diversity and inclusion across all aspects of our work, including services, volunteering, training, partnerships and governance.
- We value the diversity of our community and will take active steps to create a safe, respectful and inclusive environment for people and their dogs.

2. Scope

- This policy applies to all ID volunteers, trainers, directors, Trustees, contractors, partners, and anyone representing ID.
- It covers all settings where ID business is conducted, including in-person activities, online platforms, events and social media.

3. Legal framework

- ID will comply with the Equality Act 2010 and any other relevant UK legislation.
- Protected characteristics include: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex, and sexual orientation.

4. Our principles

- Dignity and respect: Everyone has the right to be treated with dignity, courtesy and respect.
- Fair access: Participation, opportunities and services will be accessible, fair and based on merit and need.
- Zero tolerance: We do not tolerate discrimination, harassment, victimisation, bullying or abuse—whether direct, indirect, by association, by perception, or through microaggressions.
- Inclusive communication: We use language and communication channels that are respectful and accessible.
- Welfare: We do not tolerate physical abuse in any form, including abuse of animals.

5. Prohibited conduct (non-exhaustive)

- Discrimination (direct or indirect) against anyone with a protected characteristic.

- Harassment or bullying, including unwanted conduct that violates dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
- Victimisation of anyone who raises a concern or supports someone else to do so.
- Abusive, defamatory or discriminatory content in any medium, including social media posts, messages, emails or published comments about any ID associate.
- Physical, verbal or online abuse; threats; intimidation.
- Retaliation against complainants or witnesses.
- Abuse or neglect of dogs in any context.

6. Responsibilities

- All volunteers and trustees: Uphold this policy in daily actions and decisions; challenge unacceptable behaviour; report concerns promptly.
- Manager and trainers: Model inclusive behaviour; ensure fair, accessible processes; act on concerns; support training and adjustments.
- Director/Manager: Provide oversight, resources and accountability for EDI and safeguarding standards.

7. Reasonable adjustments and accessibility

- We will make reasonable adjustments to remove barriers to participation for disabled people and others with access needs (e.g., accessible venues, materials in alternative formats, flexible communication or scheduling).
- Requests for adjustments will be considered promptly and sensitively.

8. Reporting concerns and complaints

- How to report: Concerns can be raised confidentially to a Trustee, Director or the Manager
- What to include: A brief description of the issue, date/time, people involved, any evidence.
- Support: We will offer appropriate support to those affected and, where relevant, signpost to external services.

9. Investigation and outcomes

- All alleged breaches will be taken seriously, recorded, and investigated fairly, promptly and confidentially, in line with our complaints/disciplinary procedures.
- Outcomes may include training, mediation, management action, removal from activities or roles, and, where appropriate, referral to external authorities or legal action.
- We will protect individuals from victimisation for raising genuine concerns.

10. Training and awareness

- ID will provide proportionate EDI and safeguarding training for volunteers and trainers.

- We will periodically share guidance on inclusive practice and expected behaviours, including online conduct.

11. Data protection and confidentiality

- Information gathered through EDI processes will be handled lawfully, fairly and transparently in line with data protection requirements and our Privacy Policy.
- Personal data will be limited to what is necessary and kept secure.

12. Monitoring and review

- We will monitor the effectiveness of this policy through feedback, incident data and periodic reviews of practice.
- This policy will be reviewed at least annually, or sooner if there are significant changes in law or organisational practice.

13. Related policies

- Safeguarding Policy
- Conduct and Behaviour Policy
- Complaints Policy
- Privacy Policy
- Volunteer Guidance and Agreement

14. Policy ownership

- Approved by: Policy Group for ID
- Effective from: 29/05/2026
- Next review: 29/05/2027
- Policy 6 (Version 1)
- Effective Date: June 2026
- Next Review Date: June 2027 (or sooner if legislative changes occur).