



The Pearce Foundation Equality and Diversity Policy

Who are we?

The Pearce Foundation is a registered charity (charity number 1198611), established to provide financial & in-kind support to small, fledgling charities and not-for-profit organisations in Sussex to help them meet the needs of their beneficiaries more effectively.

Our Commitment and values

We are committed to a culture of fairness, respect, support and inclusion for our internal team, applicants, charity partners, skill-sharers, candidates, supporters and beyond. Our values of respect, kindness, connection, growth and integrity, strongly reflect our ethos and are clearly visible on our website www.pearcefoundation.org.uk.

When recruiting for a position, whether voluntary or paid, we match our charity needs with the skills and experience of candidates, irrespective of age, disability (including hidden disabilities), sex, gender identity or gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation. We apply the same principles when advertising and interviewing for a new charitable organisation to partner with and strive to develop sustainable, committed relationships.

Beyond the Foundation, we are committed to inclusion in our society. We will continue to pursue this by finding more ways to overcome exclusion and disadvantage, reviewing our accessibility and being proactive where needed. We recognise that diversity is not always visible or immediately evident and strongly oppose all forms of discrimination and prejudice.

We welcome the statutory requirements outlined in:

- the Rehabilitation of Offenders Act 1974;
- the Equality Act 2010
- the Human Rights Act Nov 1998;

We also recognise that we have a social & moral responsibility to go above and beyond the provision of the Acts and Regulations, and we strive to support and contribute to the wider process of change through all aspects of our work to help eliminate discrimination and promote equality and diversity. Everyone, no matter their background, should be able to access opportunities to fulfil their potential on a fair and equitable basis.

Principles

- We are accessible and straightforward – giving clear and consistent guidance to applicants and our charity partners, helping them to present their best case regardless of background or ability.
- We maintain a transparent approach to our grant-making with grants published online twice a year and welcome applicants who meet our minimum criteria shared on our eligibility quiz.
- We strive to continuously learn and improve – we question and educate ourselves to be as well informed as possible about the issues and challenges that individuals and communities deal with on a daily basis. We continue to learn from our charity partners.

Monitoring and Reviewing

The Pearce Foundation implements this policy by:

- Ensuring that all representatives are made aware, understand, agree with, and are willing to implement, this policy. All representatives will also be signposted to our values.
- monitoring our activities and grant giving systems to ensure that they do not discriminate
- responding to any complaints regarding discrimination, bullying or harassment as outlined above.
- Reviewing the policy on an annual basis and updating where necessary

Complaints

Any complaints regarding discrimination, bullying and harassment should be raised with the Founder and Chair, Jane Robbie, by emailing jane@pearcefoundation.org.uk who will initiate a full investigation, in consultation with the Board of the Trustees within 14 days.

As the Board of Trustees and leaders of the Pearce Foundation, we understand we play a vital role in creating change by modelling positive behaviour and taking action. We also understand that there will always be more to learn. The inclusion space is constantly evolving and we are open and responsive to change.

Date of Equality and Diversity Policy: September 2022

Date of next review: April 2024