Equality, Diversity & Inclusion Policy

Last reviewed: January 2026
Next review: January 2027

Commercial Foundation CIC is committed to promoting equality, valuing diversity, and creating an inclusive environment where everyone is treated with dignity and respect.

We believe that diversity strengthens our organisation and the communities we work with, and we are committed to ensuring equality of opportunity for all.

Our Commitment

We are committed to:

- Treating everyone fairly and with respect
- Providing equal access to our services and programmes
- Removing barriers to participation wherever possible
- Creating an inclusive and welcoming environment
- Challenging discrimination, harassment, and victimisation

Legal Framework

We act in accordance with the Equality Act 2010, which protects individuals from discrimination based on protected characteristics, including but not limited to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Who This Policy Applies To

This policy applies to:

- Programme participants and volunteers
- Staff, trustees, and contractors
- Partners, visitors, and suppliers
- Anyone engaging with Commercial Foundation CIC

How We Promote Inclusion

We promote equality, diversity, and inclusion by:

- Designing programmes that respond to individual needs
- Providing supportive and inclusive spaces for young adults
- Ensuring staff and volunteers understand their responsibilities
- Addressing concerns or complaints promptly and fairly

Policy Monitoring & Review

This policy is monitored by the management team and reviewed annually to ensure it remains effective and relevant.