

DIVERSITY, EQUITY AND INCLUSION POLICY

August 2026

1. Purpose and scope

Fences & Frontiers is committed to being a diverse, equitable and inclusive charity where everyone is treated with dignity and can participate fully. This policy applies to trustees, staff, volunteers, sessional workers and anyone acting on our behalf, and guides the delivery of our activities.

2. Our organisational values

1. Dignity & Compassion - We treat everyone in our community with empathy and respect. We listen deeply and respond with care, seeing our differences as a source of richness, not division.

2. Belonging & Safety - We create inclusive, non-judgmental spaces where everyone feels welcome, safe, valued, and free to express themselves.

3. Creativity & Curiosity - We use cultural and nature-based experiences to create spaces for healing, community building, and deeper understanding—of ourselves, each other, and the world.

4. Integrity & Solidarity - We stand with refugees and asylum seekers, amplifying their voices, and advocating for their rights. We seek collaboration with those who align with these values and respect the dignity of our participants.

Everyone in our community is expected to uphold these values throughout our activities and communications. They guide our decisions, partnerships, and how we support each other and the people we support.

3. Our commitments

We will:

- treat people fairly and with dignity, respect and compassion;
- not tolerate discrimination, harassment, bullying, victimisation or exclusion;
- remove avoidable barriers and make reasonable adjustments for disabled people;
- make recruitment, volunteering and activities accessible and involve participants in relevant decisions; and
- challenge prejudice and respond promptly to concerns.

These commitments apply regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex or sexual orientation. We also aim to prevent unfair treatment linked to immigration or asylum status, caring responsibilities, language, income or socio-economic background.

4. Lived experience and representation

People with lived experience of the UK asylum system bring essential insight and leadership to our work. We will actively encourage and particularly welcome their applications for paid, voluntary and trustee roles.

Selection will remain fair, transparent and based on the requirements of each role. Relevant lived experience may be included as an essential or desirable criterion where it is genuinely

needed. Where lawful positive-action provisions apply, we may give preference to a suitably qualified candidate from an under-represented or disadvantaged group when candidates are of equal merit. We will not apply an automatic or blanket preference.

We will create routes for participants and former participants to shape, lead and evaluate our work, with suitable support and payment or reimbursement where applicable.

5. Recruitment and participation

We will use clear role descriptions, advertise accessibly, assess people against consistent criteria and offer reasonable adjustments. Equality monitoring will be voluntary, confidential and separate from selection decisions. Activities will consider safety, accessibility, cultural and religious needs, language, cost and caring responsibilities. Where places are limited, we will use fair, transparent criteria linked to need, programme purpose and previous access.

6. Responsibilities and concerns

Trustees oversee this policy and the CEO implements it. Everyone covered by it must uphold it. Concerns may be raised with the CEO or, if inappropriate, the Chair of Trustees. We will respond promptly and sensitively, maintain confidentiality as far as possible and protect people from victimisation, using the relevant complaints, grievance, disciplinary, safeguarding or volunteer procedure.

7. Monitoring and review

We will use proportionate feedback and monitoring to identify barriers and improve our practice. Trustees will review this policy at least every two years, or sooner if the law or our work changes.