



## **Children Change Colombia Equality, Diversity and Inclusion (EDI) Policy**

### **Policy Statement**

Children Change Colombia is committed to creating an inclusive, welcoming, and respectful environment where every child, young person, family, volunteer, trustee, employee, and partner is valued and treated with dignity.

We believe that a commitment to EDI strengthens our charity, our communities, and enhances our ability to support children and families effectively. This commitment means promoting equality of opportunity, celebrating diversity, and preventing discrimination, harassment, victimisation, and exclusion within the organisation and in all aspects of our work.

We recognise that gender-based discrimination affects food security, safety risks, and exclusion from services and opportunities. Women and girls are disproportionately responsible for the food and care needs of the family and the options open to children are closely related to the well-being and social position of women, who often bear primary responsibility for raising and caring for children.

### **Purpose of The Equality, Diversity and Inclusion (EDI) Policy**

This policy was drawn up with reference to the UK Equality Act 2010 and relevant equality legislation in Colombia [1991 Constitution (Art. 13), equal pay laws such as Law 1496 of 2011, and the recent Law 2466 of 2025 (labor reform)]. Accordingly, CCC stipulates that we will not engage in any unlawful discrimination; we will address barriers to participation; and will foster a culture of respect and belonging at all levels of the organisation and in our programs.

This policy aims to promote equality, diversity, and inclusion across all charity activities and to meet our legal obligations. In this respect the policy has two purposes: First, to highlight that EDI applies to our program work and that CCC is committed to ensuring that girls and boys and young people have access to our services fairly and safely, regardless of their background or personal characteristics. Second, to stress that we aim to implement equal opportunities in

recruitment and in the workplace. This also means creating a working environment free from bullying, harassment, victimisation and unlawful discrimination and promoting dignity and respect for all.

### **Our Commitment**

Children Change Colombia has a zero-tolerance approach to any form of discrimination, harassment, bullying, victimisation, hate incidents or hate speech. This includes training staff, trustees and volunteers on their rights and responsibilities under the EDI policy.

CCC will not tolerate discrimination based on any of the following characteristics:

- Age
- Disability
- Race, ethnicity, nationality, or colour
- Religion or belief
- Sex
- Sexual orientation
- Gender identity or gender reassignment
- Pregnancy or maternity
- Marriage or civil partnership status
- Socio-economic background
- Caring responsibilities
- Any other characteristic protected by law

Any concerns will be taken seriously, investigated appropriately, and addressed in accordance with the charity's procedures and guidelines. All staff and volunteers should be made aware that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination in the course of their employment.

### **Inclusion of Children and Young People**

At CCC we recognise that children may experience many different forms of disadvantage and discrimination due to different characteristics. We also recognise the intersection of different forms of discrimination, for example gender and ethnicity or disability, and how these act to exclude some children, young people or certain individuals within communities. We are therefore committed to identifying the barriers that prevent their participation and achievement. In so doing, we want to ensure that:

- Every child feels safe, respected, and valued.

- Children's voices are heard and considered in decisions that affect them.
- Activities are designed to be accessible and inclusive.
- Reasonable adjustments are made where required to support participation.
- Bullying, discrimination, and exclusion are challenged promptly and effectively.
- Children are encouraged to celebrate and respect differences, and to understand the value that comes from different viewpoints.

### **Programs and Service Delivery**

We aim to work with our partners to improve inclusion and accessibility of diverse communities in Colombia in our programs, and to design projects and services that are accessible and take diversity into account. To do this, we will consider language, cultural, financial, physical, and communication barriers. We will also monitor participation to actively engage underrepresented groups, and seek feedback from children, families, staff, and volunteers.

When developing new projects, activities, or other interventions, EDI considerations should be integrated at every level of planning and delivery. This may include, for example, an impact assessment on marginalised groups for a project plan, or having differentiated activities for a range of learning styles, or anticipated problems, in lesson/activity plans.

### **Recruitment and Employment**

We are an Equal Opportunities Employer, and strive to be a leader in promoting these values across our partnerships network. Therefore, no individual will be treated less favourably due to their identity or any other protected characteristic, or their personal background. In relation to our staff, volunteers, and trustees, we aim to:

- Recruit fairly and transparently.
- Attract applicants from diverse backgrounds.
- Select candidates based on skills, experience, and suitability.
- Provide equal opportunities for training, development, and progression.
- Promote an inclusive working environment where all staff and volunteers can thrive.

### **Implementation of the EDI Policy**

Guidelines have been drawn up to support the implementation of the policy at different levels. Those responsible for its implementation are:

- Trustees
- Employees
- Volunteers
- Contractors and consultants
- Partner organisations
- Children, young people and families who access our services

*Trustees are responsible for:*

- Providing leadership on EDI matters.
- Ensuring compliance with legal obligations.
- Monitoring the effectiveness of this policy.
- Promoting inclusive governance and decision-making.

*Managers and staff are responsible for:*

- Treating everyone fairly and respectfully.
- Challenging discriminatory behaviour.
- Supporting inclusive practices.
- Completing relevant training.

*Volunteers are expected to:*

- Act in accordance with this policy.
- Respect diversity and inclusion.
- Report concerns appropriately.

CCC will provide EDI training for staff, volunteers, and trustees, promote awareness of equality and inclusion issues and encourage ongoing learning and reflection. We will also share best practice across the organisation as appropriate.

## **Monitoring and Review**

We will monitor the implementation of this policy through:

- Feedback from children, families, staff, and volunteers.
- Participation and engagement data.
- Complaints and incident reporting.
- Periodic policy reviews.

### **Guidelines for Implementing the EDI Policy**

#### **Recruitment**

All adverts for jobs, volunteer and internship opportunities and new trustees should state that CCC is an equal opportunities employer.

Adverts should be worded in inclusive language, be in an accessible format, invite candidates from diverse backgrounds and experiences, and encourage questions from potential applicants.

#### **Commitment**

All staff members, trustees and volunteer workers must sign up to the policy statement and agree to its commitment to non-discrimination. The induction of new staff, volunteers and trustees will refer to the EDI policy.

The EDI policy will be posted on the CCC website and accessible to the public.

Social media, website and external communications should reflect the commitment of CCC to EDI in our projects and programmes.

Accessibility should be taken into account at venues where CCC is holding events, as well as in communications and documentation.

#### **Working with Partners**

As with the Safeguarding Policy approach, workshops will be held with partner organisations in Colombia to discuss the EDI policy and how their organisation is addressing these issues within their own organisation. This may include, for example, addressing accessibility for individuals with disabilities (either physical and developmental) in activities.

#### Programme Design and Project Evaluations

EDI considerations should be addressed at all stages of the project cycle from design of activities through implementation and reviewing project plans, to ensure an awareness of and engagement with these issues. Final evaluations should examine how successful the project has been inclusive and lessons learned on EDI.

#### Monitoring of the EDI Policy

Staff, volunteer workers and trustees who feel they have been discriminated against, bullied or harassed on any grounds, should report this, please check the Complaints Process Policy.

Any complaint will be treated in strict confidence and will follow the organisation's disciplinary/complaints proceedings. The designated person will address this by conducting an investigation into the accusations, ensuring that specific details are collected. If the person accused of discrimination is the Executive Director, complaints should be made to the Chair.

All parties have the right to speak before a decision is made. Appropriate action will be taken, which can include: giving a verbal warning, suspension pending investigation, terminating contracts and dismissal, or legal action in extreme cases.

The Policy will be revised and updated every 3 years, or sooner if there are changes to relevant UK or Colombian legislation.

### **Policy Approval**

**Approved By:** Board of Trustees

**Date Approved:** 28.06.2026