

AlchemHer CIC – Equality, Diversity & Inclusion (EDI) Policy

1. Introduction and Statement of Commitment

AlchemHer CIC is committed to promoting equality, fostering diversity, and ensuring full inclusion across all areas of our work. As an organisation supporting women who have experienced domestic abuse, coercive control, and toxic relationships, we recognise that women from marginalised communities experience disproportionately higher rates of violence, discrimination, and exclusion.

We therefore commit to creating a service environment that is equitable, inclusive, anti-discriminatory, trauma-informed, and survivor-led. This policy sets out our principles, legal obligations, operational responsibilities, and enforcement mechanisms.

2. Scope

This policy applies to: Directors, staff, volunteers, moderators, facilitators, contractors, partners, and all service participants. It covers all environments including online platforms, support groups, workshops, events, communications, outreach, and international engagement.

3. Legal & Regulatory Framework

UK Legislation: Equality Act 2010, Human Rights Act 1998, Domestic Abuse Act 2021, Employment Rights Act 1996, Protection from Harassment Act 1997, Safeguarding Vulnerable Groups Act 2006, Data Protection Act 2018 & UK GDPR.

International Frameworks: CEDAW, CRC, UN Women principles, WHO trauma-informed practice guidance, Istanbul Convention (applicable where relevant).

4. Protected Characteristics and Additional Vulnerability Factors

We protect individuals based on all Equality Act protected characteristics and recognise additional survivor-related vulnerabilities: immigrant status, language barriers, disability, neurodivergence, LGBTQ+ identity, socioeconomic disadvantage, trauma history, and digital safety risks.

5. Core Commitments

- Ensure equitable access and participation.
- Provide trauma-informed, culturally sensitive support.
- Prevent discrimination, harassment, hate speech, or exclusion.
- Enable anonymous participation to enhance safety.
- Ensure inclusive communication and representation.

- Prioritise lived experience and survivor leadership.

6. Responsibilities and Accountability

Directors: Provide leadership, ensure compliance, monitor equality outcomes.

Staff & Volunteers: Comply with the policy, complete training, promote inclusion.

Moderators: Challenge discriminatory behaviour, document incidents.

Participants: Engage respectfully and adhere to community standards.

7. Recruitment, Training & Development

Recruitment: Transparent, fair, survivor-accessible.

Training: Mandatory EDI, trauma-informed practice, domestic abuse awareness, cultural competence, anti-racism.

Development: Annual refreshers and inclusion metrics integrated into performance reviews.

8. Managing & Reporting Incidents of Discrimination

Incidents include discrimination, harassment, microaggressions, bullying, hate speech, or victimisation.

Reporting: via email, form, verbal report, or anonymous submission.

Investigation: Acknowledgement within 48 hours, review within 72 hours, investigation completed in 7–14 days.

Outcomes: Mediation, retraining, warnings, removal, external escalation.

9. Monitoring & Evaluation

Anonymous EDI monitoring will be used to identify barriers, improve service design, and ensure equitable engagement, in compliance with GDPR.

10. Governance & Review

This policy is reviewed annually, after serious incidents, after legislative changes, or during organisational expansion. Updates require Board approval.