“Pagans fighting poverty & protecting mother earth”

Pagan Aid – Equality, Diversity & Inclusion (EDI) Policy

March 2025

1. Statement of Commitment

Pagan Aid is committed to creating a culture of fairness, dignity, and respect. Rooted in our Earth-centred values, we believe in the intrinsic worth of every individual. We actively promote equality, celebrate diversity, and seek to ensure that all who engage with us feel included, safe, and valued.

2. Scope

This policy applies to:

- All staff, trustees, and volunteers
- Beneficiaries, supporters, donors, and service users
- Anyone interacting with Pagan Aid through partnerships, events, or services

It covers every aspect of our work, from recruitment and service delivery to fundraising, partnerships, and communication.

3. Our Legal Duties

We fully comply with the Equality Act 2010, which protects against discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic origin)
- Religion or belief (including Paganism and Earth-based spiritualities)
- Sex
- Sexual orientation

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We also recognise that inclusion goes beyond legal compliance, and we are committed to addressing systemic inequality and unconscious bias.

4. Our EDI Principles

We aim to:

- Treat everyone with fairness, dignity, and respect
- Ensure equal access to opportunities, services, and support
- Celebrate the diversity of our communities, supporters, and causes
- Promote an environment free from harassment, bullying, victimisation, or discrimination
- Challenge and address discrimination wherever it occurs
- Empower underrepresented voices, especially within Earth-based and indigenous communities

5. Implementation

To uphold this policy, we will:

- Embed inclusive values in our communications, events, and services
- Monitor recruitment and selection practices to ensure fairness
- Provide inclusive opportunities for volunteering and decision-making
- Offer appropriate support and reasonable adjustments where needed
- Ensure all trustees, staff, and volunteers understand their responsibilities under this policy
- Review this policy annually and when changes in law or circumstances arise

6. Raising Concerns

Anyone who feels they have experienced or witnessed discrimination, harassment, or exclusion connected to Pagan Aid can raise a concern confidentially through our Complaints Procedure. We will take all reports seriously and respond fairly and promptly.

7. Review and Responsibility

The Board of Trustees is responsible for ensuring this policy is implemented and upheld.

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This policy will be reviewed annually to ensure it remains relevant and effective.