



Confidence. Skills. Employment Readiness.

Equality, Diversity & Inclusion (EDI) Policy

Company No: 17372913

Registered Address: 5 Brayford Square, London, England, E1 0SG

1. Policy Statement

Women 2 Women CIC is committed to creating inclusive, empowering and culturally sensitive environments where all women and young people — including those aged 16–24 who are NEET — can access opportunities, build confidence, develop skills and progress into employment, education or training. We celebrate diversity, challenge discrimination, and work actively to remove barriers faced by women and young people from local and diverse communities. Our programmes, partnerships and community delivery are designed to ensure every participant feels respected, represented and supported.

2. Our Legal Responsibilities

This policy aligns with the Equality Act 2010, which protects individuals from discrimination based on:

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

Women 2 Women CIC upholds these principles across all services, partnerships, events, programmes and community engagement.

3. Our Commitment to Equality, Diversity & Inclusion

- Providing culturally sensitive, trauma-aware and accessible support
- Ensuring fair access for women and young people from diverse backgrounds
- Designing programmes that reflect local community needs
- Removing barriers to participation, progression and employment
- Creating safe, respectful and empowering spaces
- Ensuring staff, volunteers and partners uphold inclusive practice

- Challenging discrimination, harassment or victimisation in any form
- Ensuring our communications, events and materials are inclusive and representative

4. Working With NEET Groups (16–24)

Women 2 Women CIC specialises in supporting young women and young people aged 16–24 who are:

- NEET (Not in Education, Employment or Training)
- Facing isolation or low confidence
- Experiencing cultural or social barriers
- At risk of long-term unemployment

Our programmes include:

- Employability skills
- Confidence building
- Mindset coaching
- Interview readiness
- Progression planning
- Ongoing follow-up support

We ensure NEET participants have equal access to opportunities and are supported in ways that respect their lived experiences.

5. Culturally Sensitive Delivery

We recognise that cultural identity shapes how women and young people experience employment, education and community spaces. Our delivery approach includes:

- Respecting cultural norms, values and communication styles
- Providing safe spaces for women from diverse backgrounds
- Ensuring facilitators are trained in cultural awareness
- Designing content that reflects lived experiences
- Working closely with community organisations that serve specific cultural groups

6. Women's Empowerment Focus

Women 2 Women CIC exists to empower women through:

- Confidence building
- Skills development
- Employment readiness
- Community connection
- Positive role modelling
- Access to networks and opportunities

We ensure women's voices shape our programmes, partnerships and organisational decisions.

7. Community Partnerships & External Organisations

We work collaboratively with local authorities, housing associations, schools and colleges, youth hubs, community centres, women's organisations, cultural groups, and employers.

Our partnership commitments include:

- Ensuring joint programmes uphold EDI principles
- Sharing best practice on inclusive delivery
- Ensuring referral pathways are fair and accessible
- Co-designing culturally sensitive and community-led initiatives
- Ensuring partners understand and respect the needs of NEET groups and diverse women

We expect all partners to uphold the Equality Act 2010 and maintain inclusive, respectful practice.

8. Inclusive Communication & Accessibility

- Using clear, accessible language
- Providing materials in formats suitable for diverse needs
- Ensuring events and programmes are physically and socially accessible
- Considering digital inclusion for participants with limited online access

9. Responsibilities

Directors & Leadership: Responsible for ensuring EDI is embedded across all operations, programmes and partnerships.

Staff & Volunteers: Expected to uphold inclusive practice, challenge discrimination and support participants respectfully.

Partners & Collaborators: Required to align with this policy when delivering joint programmes or representing Women 2 Women CIC.

10. Reporting, Concerns & Complaints

Any participant, partner or staff member can raise concerns about discrimination, exclusion or inappropriate behaviour. All concerns will be handled sensitively, confidentially and in line with our safeguarding and complaints procedures.

11. Monitoring & Review

This policy will be reviewed annually or sooner if legislation changes or organisational needs evolve. Women 2 Women CIC is committed to continuous improvement and welcomes feedback from participants, partners and community organisations.