

The Health Creation Alliance

Diversity, Inclusion and Equity Policy

January 2024

1. Introduction

Our Code of Conduct [THCA-Code-of-Conduct-Oct23.pdf](#) outlines how we model the best of health creation by treating everyone with respect and making THCA a welcoming and safe place to be by everything we do. It includes the six features of health creating relationships and practices that are embedded in the way we work.

2. Policy Statement

This Policy is supported by our Code of Conduct.

THCA contributes actively to enable more people to create their health and wellbeing in a manner that it is safe, inclusive, and fair. This applies regardless of a person's age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status, or any other background. THCA recognises that many of us have multiple identities which can create intersectional experiences and discrimination. For example, being married, female and a person with a disability. This policy is therefore not confined to one characteristic. Furthermore, THCA recognises that discrimination can occur for differences beyond the nine characteristics. E.g., through lived experience and / or trauma, and poverty.

THCA is also committed to shifting the current balance of power that underpins health inequality. To do this we create a space that allows debate, acknowledges how we work with privilege and how we make effective change. Supported by this Policy we strive to support programmes, events, and individuals to deliver a positive experience for everyone.

3. Definitions

We have adopted the following definitions to explain our approach to diversity, inclusion and equity:

Discrimination – treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Diversity – the differences between groups of people and between individuals. We will work to create environments in which people can be assured that their rights, dignity, and individual worth are respected, celebrated and in particular, that they are able to participate and contribute without the threat of intimidation, victimisation, harassment or abuse.

Harassment – is unwanted behaviour, whether physical, verbal or non-verbal, which is viewed as unacceptable by the person experiencing it, those witnessing it, and/or others and which makes the person feel upset, threatened, humiliated or vulnerable. It may be related to

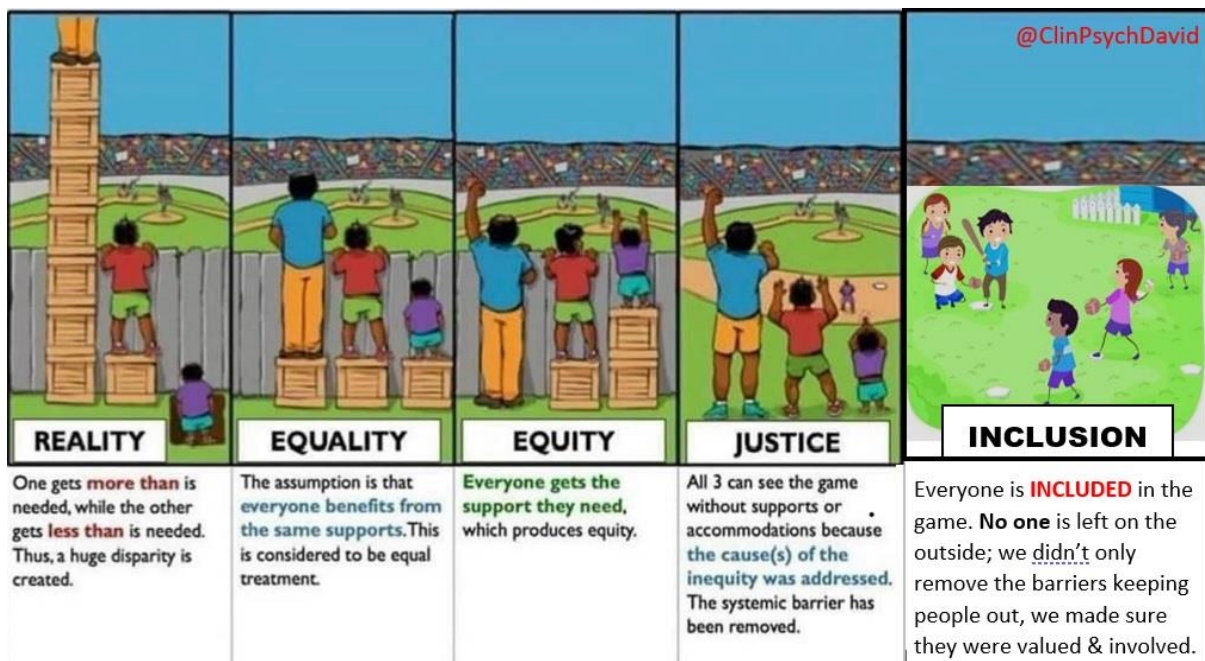
age, sex, race, disability, sexuality, political opinion, religion, nationality or any professional, role-based or personal characteristic of the person. Please also see our Respect at Work Policy [\[Link here\]](#)

Inclusion – acting to make health creation accessible to any member of the community so they can be fully involved in whatever capacity they choose; and that they are supported to achieve their potential in any capacity. We will work to enable people to have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, that they feel respected and valued and are not singled out, with regard to their age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

Positive action – THCA is committed to taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully. This includes *equity* which is positive action to enable people to access their rights and what they need to live well, as opposed to *equality* when everyone benefits from the same support. We will ensure that we institute, support, or contribute to appropriate measures or initiatives that enable access. See our anti-racism statement [\[Link here\]](#)

Privilege: we are not all equal. Some of our members enjoy privileges that others may not. Privilege is an absence of negative experience and common privileges include not being subject to racism based upon the colour of our skin and not struggling in life due to poverty or discrimination due to social class. Educational background can offer further privileges. We are committed to acknowledging the privilege(s) we may enjoy and to working to reduce the inequities they can create.

These terms are also defined through the diagram below.



4. Diversity, inclusion and equity within THCA

THCA has direct responsibility for:

- Associates, consultants, and speakers they engage;
- Volunteers, including directors and advisors they recruit;
- Events, publications and programmes they run;

This Policy is in line with national legislation and applicable to our work, specifically to every person and place for whom we have direct safe and inclusive responsibility.

5. Responsibility for implementation of the Diversity Inclusion and Equity Policy

Diversity and inclusion is everyone's responsibility. Not responding to discriminatory or unacceptable language and behaviour is not an option.

The THCA Directors and Chair have overall accountability for this Policy and Reporting Procedure providing the strategic lead on diversity and inclusion and for ensuring compliance with the relevant legislation

The Directors are responsible for updating this Policy and Reporting Procedure in line with legislative and organisational developments for developing a strategic and proactive approach to diversity and inclusion and for responding to discrimination concerns.

THCA is committed to:

- formally adopting this policy
- taking steps to ensure that our board, employees, members, participants and volunteers behave in accordance with the policy, including, where appropriate, taking action under our constitution
- ensuring that access to membership as well as access to participation is open and inclusive
- publishing accurate information about the location and accessibility of our work
- supporting measures and initiatives that we may institute or take part in to advance the aims of this policy.

6. Breaches of the Diversity and Inclusion Policy and Code of Conduct and Reporting Procedure

Where there are concerns that diversity and inclusion good practice has not been followed, all staff, consultants, volunteers and associates are encouraged to raise this with a THCA Director.

If someone comes to you with a concern around discrimination, listen to their complaint, reassure them and advise them of the routes listed in the Respect at Work Policy [\[Link here\]](#) and the Concerns and Complaints Policy [\[Link here\]](#).

7. Monitoring

The policy and procedures will be widely promoted and are mandatory for everyone involved in the work of THCA.

Date of last full review: January 2024.

We will undertake a light-touch review annually and a full review every 3 years