

**The Matchgirls Memorial**

*Patrons: Anita Dobson OBE, Diana Holland OBE, Barbara Plant*



**THE MATCHGIRLS MEMORIAL**

*(Company limited by guarantee – Company Number 11858820)*

**EQUALITY, DIVERSITY AND INCLUSION POLICY (2026)**

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## 1. Introduction

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*The Matchgirls Memorial* (“the charity”) is committed to encouraging equality, diversity and inclusion (EDI) across all areas of its work, within the organisation and in our public-facing activities. We aim to eliminate unlawful discrimination and foster a culture where all people, including Trustees, volunteers, partners, and members of the public, are treated with dignity and respect.

We want our charity to reflect the communities we serve and promote fairness and inclusion in all our educational, cultural, and commemorative activities.

## 2. Purpose

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This policy aims to:

- Ensure equality, fairness, and respect for all individuals connected to our work
- Prevent unlawful discrimination in line with the Equality Act 2010
- Promote an inclusive environment for Trustees, volunteers, beneficiaries, and partners

We do not unlawfully discriminate on the basis of any protected characteristic, including:

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

## 3. Commitments

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The charity commits to:

- Encouraging equality, diversity and inclusion as good governance and ethical practice
- Creating an environment free of bullying, harassment, victimisation, and unlawful discrimination
- Promoting dignity and respect for all, recognising individual differences and contributions
- Providing training to Trustees and volunteers to understand their rights and responsibilities under this policy
- Holding individuals accountable for any acts of discrimination, harassment, or victimisation carried out in the course of charity work
- Taking complaints of discrimination, harassment, or victimisation seriously and responding quickly, fairly, and sensitively
- Recognising that harassment, including sexual harassment, may constitute a criminal offence
- Making opportunities for development, participation, and leadership accessible to all
- Making decisions based on merit (except where exemptions are legally permitted)

- Reviewing our procedures regularly to ensure fairness and legal compliance
- Monitoring the demographic make-up of the organisation where appropriate, in order to better understand how we reflect and serve the community

#### 4. Document Approval

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This policy is approved by the Board of Trustees and reviewed annually or sooner if circumstances or statutory guidance changes.

Date of Adoption: 12<sup>th</sup> April 2026

Next Review Due: 1<sup>st</sup> April 2027

Approved by: Board of Trustees, The Matchgirls Memorial

This document supersedes all previous versions and remains in effect until formally reviewed or replaced by the Board.

#### Document Control and Review

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This *Equality, Diversity & Inclusion Policy* forms part of the official policy suite of *The Matchgirls Memorial*. Together, they set out the charity's core governance, operational, and ethical standards.

The documents and all appendices are:

- Reviewed annually by the Board of Trustees (normally at the first meeting of each calendar year)
- Updated as required to reflect changes in law, Charity Commission guidance, or the charity's structure or activities
- Re-approved formally by minute at the relevant board meeting

Trustees review this policy regularly and confirm compliance.

#### Related Policies

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This policy should be read alongside the charity's wider governance and operational policies, including its Equality, Diversity and Inclusion Policy and other relevant safeguarding and conduct guidance approved by the Board of Trustees.