



EVERY HEART MATTERS UK

Non-Profit Unincorporated Community Association

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Equality, Diversity and Inclusion Policy

Organisation: Every Heart Matters UK

Organisation Type: Non-Profit Unincorporated Community Association

Approved by Committee: 1 August 2026

Review Date: August 2027

1. Statement of Commitment

Every Heart Matters UK is committed to promoting equality, diversity and inclusion in all aspects of its work.

We believe that everyone should have the opportunity to participate in, contribute to and benefit from our activities, regardless of their background or circumstances.

We are committed to creating an environment that is welcoming, respectful, inclusive and free from discrimination, harassment and victimisation.

2. Our Values

Every Heart Matters UK values:

- Respect for all individuals.
- Equality of opportunity.
- Diversity of backgrounds, experiences and perspectives.
- Inclusion and accessibility.
- Fairness and dignity.
- Community participation and engagement.

We believe that healthier communities are built when everyone feels valued, heard and able to contribute.

3. Scope

This policy applies to:

- Committee members
- Volunteers
- Members
- Event participants
- Community partners
- Anyone engaging with Every Heart Matters UK

4. Equality of Opportunity

Every Heart Matters UK will seek to ensure that no individual is treated unfairly because of:

- Age
- Disability
- Race or ethnicity
- Nationality
- Religion or belief
- Gender
- Gender reassignment
- Sexual orientation
- Marriage or civil partnership status
- Pregnancy or maternity status
- Socio-economic background
- Any other characteristic protected by law

We are committed to ensuring that opportunities to participate in our activities are open to all.

5. Inclusion

We will strive to make our activities as inclusive and accessible as reasonably possible by:

- Providing clear and accessible information.
 - Encouraging participation from diverse communities.
 - Considering physical accessibility when planning events.
 - Listening to feedback from participants and volunteers.
 - Promoting a culture where everyone is treated with dignity and respect.
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6. Respectful Behaviour

All individuals involved with Every Heart Matters UK are expected to:

- Treat others with courtesy and respect.
 - Value diversity and different viewpoints.
 - Promote a welcoming environment.
 - Challenge inappropriate behaviour where appropriate.
 - Avoid actions that could be considered discriminatory, intimidating, offensive or abusive.
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7. Complaints and Concerns

Any concerns regarding discrimination, harassment or exclusion should be raised with the Chair or a member of the Committee.

All concerns will be treated seriously and managed fairly, confidentially and appropriately.

The Committee will take reasonable steps to address issues raised and promote positive outcomes.

8. Responsibility

The Management Committee has overall responsibility for ensuring that this policy is implemented and reviewed.

All Committee Members, volunteers and participants share responsibility for promoting equality, diversity and inclusion within the organisation.

9. Monitoring and Review

This policy will be reviewed annually by the Committee or sooner if required by legislation, organisational changes or identified need.

Approval

This Equality, Diversity and Inclusion Policy was adopted by the Committee of Every Heart Matters UK on 1 August 2026.

Every Heart Matters UK

Preventing cardiovascular disease through community action, not crisis intervention.