

## Anti-Racism Policy

**Policy agreed:** October 2024

**Review date:** October 2026



### Purpose

Racism and discrimination of any sort have no place in our society and no place at ICVA. We all have a personal and professional duty to know where inequality persists and to call it out if we see it. We must address these issues together, as colleagues and as citizens, to make society fairer and to support each other.

The ICVA Anti-Racism policy applies to all employees of ICVA including the Board of Directors. It is intended that all should view anti-racism as a key component to all of ICVA's work.

The aim of the Anti-Racism Policy is to ensure ICVA and all of those who come into contact with the organisation are clear on ICVA's anti-racism commitment and outline how ICVA intends to proactively work towards anti-racism.

### Legislation

ICVA is committed to compliance with relevant equality legislation including the [Equalities Act 2010](#) in order to create environments where:

- Unlawful discrimination, harassment or bullying is not tolerated.
- People are treated fairly, and according to their needs.
- There is equality of access to all opportunities.

We will treat everyone with the same attention, courtesy, dignity and respect regardless of age, disability, race, sex, gender identity, religion or belief, sexual orientation, marriage or civil partnership status, pregnancy or maternity status.

### ICVA events

ICVA will continue to ensure that all events both in person and remote have a representative demographic of speakers who will be treated with dignity and respect by all attendees. ICVA will challenge and report any issues regarding discriminatory language or behaviour at any ICVA event to the appropriate managing body for investigation/escalation/management action. Feedback on all events received will not be confidential and any inappropriate comments may be escalated.

### ICVA's commitment:

We commit to:

- Continue to educate ourselves about the barriers and challenges facing those from ethnic minority communities, both inside and outside ICVA.
- Continue to review the ethnic diversity in our staff and Board of Directors.
- Create a culture whereby discriminatory language and attitudes are appropriately challenged and action taken where necessary in all of our work.
- Continue to work towards effective monitoring of disproportionality of treatment in police custody in the UK.
- Deliver a range of support to our members in the forthcoming years that will ensure sustainable change for our both our members and the monitoring of those in police custody from diverse communities.