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Date Approved: 14-August-2025

To be reviewed annually

Equality & Diversity Policy

The Need Project is a Christian Organisation founded on biblical values and Jesus' teaching on justice, and care for the poor, the vulnerable and the marginalised in our community.

As a community service provider; we are fully committed and motivated by our Christian values to love and serve all our hungry neighbours, with food parcels irrespective of their beliefs or none, irrespective of their lifestyle choices. It is our joy and privilege to serve ALL our hungry neighbours.

As an employer of staff; we are fully compliant with the The Equality Act 2010, However, given that our organisation is firmly rooted in the Christian faith we reserve the right to attach an Occupational Requirement that some client facing roles require the applicant to confirm a commitment to the Christian faith

Equality: we are committed to ensuring that as an employer and service provider we treat people without prejudice or discrimination. We want to ensure everyone has the same opportunities to succeed and thrive. However, inequalities in society make this harder for some people. This is because we believe we need to treat people in ways that make sure they are not unfairly prevented from accessing resources and opportunities nor that others have an unfair advantage.

We are committed to do whatever is required to serve our hungry neighbours, especially those who have experienced injustice and prejudicial treatment from others in their lives.

Diversity: we celebrate the diversity we experience within the staff and volunteers who serve shoulder to shoulder in our work on the Need Project. We aim for our teams to be reflective of the society we live in and the communities we serve. We have team members from a number of different nationalities, backgrounds and expressions of faith.

All our Policies and Procedures have been written to ensure that we appropriately protect people's privacy, and proactively make provision for those we serve in all the stages of their lives.

We provide full induction training for all new staff and volunteers and regular refresher training as needed.