

Equity, Diversity and Inclusion (EDI) Policy

Organisation:	British Veteran Owned	Last Reviewed:	January 2026
Established:	January 2022	Next Review:	January 2027

1. Policy Statement

British Veteran Owned Ltd is committed to promoting **equity, diversity, and inclusion** across all its activities. We believe the strength of the veteran business community lies in its diversity of experience, background, and perspective. We are committed to ensuring that all veterans are treated fairly, respectfully, and without discrimination, and that our services are accessible and welcoming to people from all backgrounds.

2. Scope

This policy applies to all aspects of British Veteran Owned's work, including:

- Delivery of programmes, training, and enterprise support
- Membership and verification services
- Engagement with partners, suppliers, and collaborators
- Communications, marketing, and public engagement
- The involvement of staff, volunteers, contractors, and advisors

3. Legal Framework

British Veteran Owned Ltd complies with the **Equality Act 2010** and does 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

4. Our Approach

Our approach to EDI is guided by the following principles:

Equity

We recognise that individuals may require different levels or types of support to achieve equitable outcomes. We aim to design services that are accessible and make reasonable adjustments where appropriate.

Diversity

We actively welcome participation from veterans of all backgrounds and value the different experiences and perspectives they bring to the veteran business community.

Inclusion

We seek to create environments—both online and in person—where participants feel welcome, respected, and able to contribute. We do not tolerate behaviour that marginalises or excludes others.

5. Putting This Policy into Practice

British Veteran Owned seeks to embed EDI in a **proportionate and practical way**, which may include:

- Designing programmes with accessibility in mind, including online delivery where appropriate
- Using inclusive language and imagery in communications
- Holding in-person events in accessible venues where reasonably practicable
- Encouraging feedback to identify and address barriers to participation
- Providing guidance to staff, volunteers, and facilitators on inclusive practice
- Working with partners who share a commitment to equity, diversity, and inclusion

6. Monitoring and Review

Where appropriate, British Veteran Owned may collect diversity information from participants on a voluntary basis to help understand who we are reaching and identify any gaps in engagement.

All data is handled in line with data protection requirements and reported only in aggregated form. The organisation uses this information to inform service development rather than to set quotas or targets. This policy is reviewed annually by the Board.

7. Reporting Concerns

Any individual who experiences or witnesses discrimination, harassment, or exclusionary behaviour in connection with British Veteran Owned activities is encouraged to raise this with the organisation. Concerns should be reported to the Chairman and will be taken seriously and addressed in a fair and proportionate manner.

Contact: edi@britishveteranowned.co.uk

8. Responsibility

The **Board of Directors** holds overall responsibility for this policy.

The **Chairman** is the designated lead for equity, diversity, and inclusion and is responsible for ensuring the policy is implemented appropriately across the organisation.

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