

Equality, diversity and inclusion (EDI) at Cancer Research UK

We exist to beat cancer. And beating cancer means beating it for everyone. We want everyone at Cancer Research UK to feel part of an inclusive team, where our differences are valued, we have fair and equal opportunities to succeed and everyone can thrive.

As a volunteer with us, it's important you understand and embody our EDI values.



What does EDI stand for?

Equality

Equality means every individual has an equal opportunity to succeed. No one should have poorer life chances because of any protected characteristics they have. To achieve equality, we need to treat people with fairness and impartiality. This means sometimes treating people differently, in accordance with their needs.

Diversity

Diversity means the variations of different characteristics in a group of people. These characteristics could be anything that makes us unique. Diversity isn't limited to the protected characteristics set out in the Equality Act 2010. It also covers the other ways we're different, including different ways of thinking and working, personality traits, and social and economic backgrounds.

Inclusion

Inclusion means valuing, respecting and championing differences, and removing unnecessary barriers that prevent groups and individuals from participating, engaging and succeeding.

What is discrimination?

Discrimination means treating a person less favourably because of their protected characteristic(s), whether directly or indirectly. This can also happen where someone is perceived to have a protected characteristic or to be associated with someone with a protected characteristic.

What is harassment?

There are three types of harassment prohibited by the Equality Act 2010.

Unwanted behaviour related to a person's protected characteristics

This conduct has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Harassment can be a single incident or a repeated pattern of behaviour.

Less favourable treatment

This involves treating someone less favourably because of how they responded to previous harassment. It applies whether they accepted or rejected the previous harassment and the previous harassment must have been one of the following:

- Sexual harassment
- Harassment related to sex
- Harassment related to gender reassignment



Sexual harassment

Sexual harassment is unwanted behaviour of a sexual nature, which is intended to, or has the effect of, violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. This can include sexual comments or jokes, displaying or sharing sexually graphic materials, and unwelcome touching, hugging, kissing or sexual gestures.

The Worker Protection Act 2024 states organisations must take reasonable steps to prevent sexual harassment against their workers, and Cancer Research UK won't tolerate sexual harassment of any kind towards our staff or volunteers.

If you experience or witness any sexual harassment, we encourage you to:

- report the matter to your staff contact as soon as possible
- contact our Safeguarding team if you feel unable to report the incident to your staff contact or it involves them in some way
- use our whistleblowing service if you've witnessed harassment happen to another colleague, or if you think there's a culture of harassment that's not being addressed appropriately

You can find the contact details for all of the above, as well as our wellbeing support options, on [page 4](#) and [page 5](#).

There may be times when Cancer Research UK needs to balance the rights of different groups when deciding if conduct amounts to harassment. In such cases, we'll give due regard to these groups and seek expert advice where necessary to fairly balance everyone's rights.

Protected characteristics

The legislation we must comply with to meet external standards includes, but is not limited to, the Equality Act 2010. This helps us make sure we have an inclusive workplace, we're all treated fairly, and diversity is acknowledged and respected.

The act protects people in Great Britain from discrimination in the workplace and in wider society, based on the following protected characteristics:



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| • Age | • Race (including nationality) |
| • Disability | • Religion or belief |
| • Gender reassignment | • Sex |
| • Marriage and civil partner status | • Sexual orientation |
| • Pregnancy and maternity | |
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The act doesn't cover Northern Ireland, but our policy is that discrimination will not be tolerated anywhere we operate.

In addition to the protected characteristics, we don't tolerate discrimination related to the following:

- **Being a carer**
Someone with caring responsibilities for a family member, partner or friend who needs help because of their illness, disability or other condition and who can't cope without their support. This support is unpaid.
- **Employment status**
Someone who is a full-time employee, part-time employee, employed on a casual basis, employed temporarily or on a permanent basis.
- **Socioeconomic background**
Someone from a lower socioeconomic background, which relates to a combination of an individual's income, occupation and social background.
- **Gender identity**
A person's innate sense of their own gender, whether male, female, both or neither (non-binary), which may or may not correspond to their sex assigned at birth.



Reporting your concerns

We take your concerns seriously and will make every reasonable effort to resolve them appropriately. If you have any problems or complaints about your volunteering experience with us, please take the following steps:

- Talk to your staff contact immediately. They'll hold an informal meeting with you and make every reasonable attempt to find a satisfactory solution.
- If informal approaches have been tried and failed to resolve the situation, or the complaint is about your staff contact, you should contact their line manager who will review and suggest actions to resolve the situation.
- If you have a complaint and don't feel comfortable speaking to your staff contact or their line manager, you can contact our Supporter Services team on **0300 1231022** or **supporter.services@cancer.org.uk**
- You may also find our Volunteer Fair Treatment document helpful. You can either ask your staff contact or email **supporter.services@cancer.org.uk** for a copy.





Thank you

Thank you for helping us create an inclusive place for everyone to work, volunteer, fundraise and shop. We hope you found this guide a useful overview of why EDI is so important and how you can speak up if you have questions or concerns.

Useful contacts

For more information or advice about your volunteering experience with us, please speak to your staff contact first. They'll be able to answer your questions or find someone who can.



You can also contact our Volunteering team:

- Email: volunteerenquiry@cancer.org.uk
- Post: Cancer Research UK, Operational Support team (Supporter Services), PO BOX 156, Oxford, OX4 9GZ

For more general enquiries, contact our Supporter Services team:

- Phone: 0300 123 3701
- Email: supporter.services@cancer.org.uk



You can find further detail on EDI matters, such as safeguarding and whistleblowing, in our **Welcome to Volunteering Booklet**, which you can download from our **Volunteer Hub**.