



## Equality, Diversity & Inclusion (EDI) Policy

### 1. Purpose of this Policy

The Special Lioness is committed to creating a welcoming, inclusive, and respectful environment for every child, parent, carer, volunteer, and partner who engages with our charity. As an organisation run solely by volunteers, we recognise the importance of ensuring that equality, diversity, and inclusion are embedded in everything we do — from our events and activities to our decision-making and community relationships.

This policy outlines our commitment to treating everyone fairly, celebrating diversity, and removing barriers that prevent participation.

### 2. Our Values

The Special Lioness exists to support families raising disabled and life-limited children. Our values are rooted in compassion, dignity, and belonging. We believe:

- Every family deserves to feel seen, valued, and included
- Diversity strengthens our community
- Accessibility is a right, not a privilege
- Everyone should be treated with respect, kindness, and fairness
- Volunteers should feel supported, safe, and empowered

### 3. Our Commitment to Equality, Diversity & Inclusion

We are committed to:

- Providing inclusive, accessible activities and events
- Treating all individuals with dignity and respect
- Ensuring no one is discriminated against or excluded
- Creating a culture where differences are celebrated
- Removing barriers to participation wherever possible
- Listening to families and adapting our services to meet diverse needs
- Ensuring volunteers feel valued and supported regardless of background

We do not tolerate discrimination, harassment, bullying, or victimisation in any form.

### 4. Who This Policy Applies To

This policy applies to:

- All volunteers
- Trustees



- Families accessing our services
- Visitors, partners, and contractors
- Anyone representing The Special Lioness

## 5. Protected Characteristics

In line with the Equality Act 2010, we do not discriminate based on:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation

We also recognise and respect additional forms of diversity, including socio-economic background, family structure, communication needs, and cultural identity.

## 6. Accessibility & Inclusion

As a charity supporting disabled and life-limited children, accessibility is central to our mission. We will:

- Design events and activities with accessibility in mind
- Provide sensory-considered environments
- Offer reasonable adjustments wherever possible
- Communicate in clear, inclusive ways
- Seek feedback from families to improve accessibility
- Ensure volunteers understand the importance of inclusive practice

## 7. Volunteers

As a volunteer-run organisation, we value the contribution of every individual. We will:

- Treat all volunteers fairly and respectfully
- Provide equal opportunities for involvement
- Offer training and guidance where needed
- Ensure volunteers feel safe to raise concerns
- Encourage a culture of kindness, empathy, and teamwork

No volunteer will be treated less favourably because of who they are or what they believe.



## **8. Preventing Discrimination & Harassment**

We will not tolerate:

- Discriminatory behaviour
- Harassment or bullying
- Exclusion or unfair treatment
- Offensive or inappropriate language
- Victimisation of anyone who raises a concern

Any concerns will be taken seriously and handled in line with our Complaints and Whistleblowing Policies.

## **9. Inclusive Decision-Making**

Trustees and volunteers will:

- Consider EDI implications in all decisions
- Reflect on how policies and activities impact different groups
- Seek diverse perspectives where possible
- Ensure fairness and transparency in all processes

## **10. Reporting Concerns**

Anyone who experiences or witnesses discrimination or exclusion is encouraged to speak to:

- The Chair of Trustees
- A safeguarding lead
- Any trusted volunteer

Concerns will be handled sensitively, confidentially, and without judgement.

## **11. Monitoring & Continuous Improvement**

We will:

- Review this policy annually
- Reflect on feedback from families and volunteers
- Adapt our practices as our community grows
- Strive to improve accessibility, representation, and inclusion

## **12. Review of Policy**

This policy will be reviewed every year by the Board of Trustees or sooner if legislation or best practice changes.