

Equality, Diversity, Equity & Inclusion (EDEI) Policy

Last updated: 25th June 2026

Next review: 25th June 2027

1. Our commitment

Participation People believes everyone deserves to feel valued, respected and able to participate fully, regardless of who they are or where they come from.

We are committed to creating welcoming, inclusive environments where everyone feels safe, heard and empowered to contribute. We recognise that meaningful participation is only possible when people feel they belong and can be themselves.

We recognise that equality is not always about treating everyone the same. Different people have different experiences, barriers and needs. We are committed to promoting equity by removing unnecessary barriers and providing support that enables everyone to participate meaningfully.

Our approach is guided by our organisational values of **Kindness, Courage and Curiosity**, and by our belief that the best decisions are made when diverse voices are heard.

2. Purpose

This policy explains Participation People's commitment to equality, diversity, equity and inclusion across all areas of our work.

It demonstrates how we work to:

- create welcoming and inclusive environments
- promote fairness and equality of opportunity
- remove barriers to participation
- challenge discrimination, harassment and victimisation

- celebrate diversity and lived experience
- meet our legal responsibilities under equality legislation.

3. Scope

This policy reflects Participation People's commitment to equality, diversity, equity and inclusion across all areas of our work.

It informs how we work with children and young people, parents and carers, employees, volunteers, consultants, contractors, trustees, suppliers, partners, commissioners and the wider communities we support.

Everyone working on behalf of Participation People is expected to uphold the principles set out in this policy and embed them in their day-to-day practice.

4. What do we mean by equality, diversity, equity and inclusion?

- **Equality** means ensuring everyone has fair access to opportunities and is treated fairly.
- **Diversity** means recognising, valuing and celebrating the differences that make every individual unique.
- **Equity** means recognising that some people face additional barriers and may need different levels of support to participate equally.
- **Inclusion** means creating environments where everyone feels respected, valued, safe and able to contribute.
- Together, these principles help us create meaningful participation for everyone.

5. Our commitments

Participation People is committed to:

- treating everyone with dignity, fairness and respect
- creating welcoming and inclusive environments
- removing barriers that prevent participation
- listening to and acting on diverse perspectives
- making our services as accessible as reasonably possible
- promoting equality in recruitment, volunteering and employment
- making decisions fairly and transparently
- challenging discrimination, bullying, harassment and victimisation
- continually improving our understanding of inclusion through learning, reflection and engagement.

6. Our people

Our commitment to equality, diversity, equity and inclusion starts with our people.

We are committed to building and supporting a diverse workforce that reflects the communities we work alongside and brings a wide range of experiences, perspectives and skills.

Our employees, volunteers and associates are expected to demonstrate inclusive, respectful and trauma-informed practice in everything they do.

To support this, Participation People provides appropriate recruitment, safeguarding and professional development processes, including:

- safer recruitment practices
- Disclosure and Barring Service (DBS) checks where appropriate
- safeguarding training
- equality, diversity, equity and inclusion learning
- trauma-informed approaches
- ongoing professional development and reflective practice.

We believe creating an inclusive organisation requires continual learning, listening and improvement, and we encourage everyone working on behalf of Participation People to contribute to that culture.

7. Inclusive participation

Participation is at the heart of everything we do.

We believe people are experts in their own lives, and we actively seek to involve children, young people and communities in shaping the services, projects and decisions that affect them.

We recognise that meaningful participation looks different for different people. Wherever reasonably possible, we work with individuals to understand and remove barriers to participation so that everyone has the opportunity to contribute.

8. Accessibility and reasonable adjustments

Participation People is committed to making our activities, services and communications as accessible as reasonably possible.

Where appropriate, we will work with individuals to identify and provide reasonable adjustments that support meaningful participation.

Examples may include:

- accessible venues

- digital tools and virtual aids
- interpretation or communication support
- alternative formats for information
- sensory considerations
- flexible participation options
- support with travel or other practical barriers.

We recognise that accessibility is an ongoing process and are committed to continually improving our approach.

9. Speaking up

Everyone has the right to be treated with dignity, fairness and respect.

If you experience or witness discrimination, harassment, bullying or victimisation in connection with Participation People, we encourage you to tell us as soon as possible.

Concerns can be raised by contacting us at **concerns@participationpeople.com**. We will listen carefully, treat your concern sensitively and ensure it is reviewed by the most appropriate person.

If you do not feel comfortable raising your concern directly with Participation People, or you are dissatisfied with how your concern has been handled, you may wish to seek advice or report your concern to an appropriate external organisation, such as the Equality Advisory and Support Service (EASS), the Equality and Human Rights Commission (EHRC), ACAS (for employment-related matters), or another relevant regulatory or statutory body.

No one will be treated unfairly for raising a genuine concern in good faith. For more information, please refer to our Whistleblowing policy.

10. Relevant legislation

This policy operates alongside relevant UK legislation, including:

- Equality Act 2010
- Human Rights Act 1998
- Children Act 1989 and 2004
- United Nations Convention on the Rights of the Child (UNCRC)
- Public Sector Equality Duty (where applicable)
- any other relevant equality and human rights legislation.

This policy should also be read alongside Participation People's Safeguarding Policy, Data Protection and Information Governance Policy, Whistleblowing Policy and related organisational policies.

11. Review

This policy will be reviewed annually, or sooner where legislation, organisational learning or best practice requires updates.