

Collectively Diverse CIC

Equality, Diversity and Inclusion Policy

1. Policy statement

Collectively Diverse CIC is committed to equality, diversity, inclusion and creating environments where people can thrive.

We recognise that people have different identities, experiences, strengths, needs and barriers to participation. We aim to create psychologically safe and inclusive environments where people are treated with dignity and respect, feel that they belong and have equitable opportunities to participate.

We are committed to identifying and removing barriers rather than expecting individuals to fit systems, environments or ways of working that do not meet their needs.

2. Scope

This policy applies to:

- staff, volunteers, freelancers, associates and anyone working on behalf of Collectively Diverse CIC;
- participants in our training, programmes, workshops and community activities;
- clients, partners and organisations we work with;
- recruitment, volunteering and partnership opportunities;
- our communications, resources and both in-person and digital activities.

3. Our commitments

Collectively Diverse CIC will:

- treat people fairly, with dignity and respect;
- value diversity and recognise the contribution of different perspectives and lived experiences;
- promote inclusion, belonging and psychological safety;

- challenge discrimination, harassment, bullying, victimisation and exclusion;
- consider accessibility and inclusion when designing activities, resources and communications;
- make reasonable adjustments and adapt approaches wherever reasonably possible;
- listen to individuals and avoid making assumptions about what support they need;
- recognise that equality does not always mean treating everyone in exactly the same way;
- consider intersectionality and how different aspects of a person's identity or circumstances may combine to create barriers or disadvantage;
- seek feedback and use it to improve our practice.

4. Protected characteristics and wider inclusion

We are committed to meeting our responsibilities under the Equality Act 2010 and will not unlawfully discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Collectively Diverse CIC recognises that people's experiences of inclusion, exclusion and disadvantage are not limited to legally protected characteristics. Our commitment to inclusion therefore extends more broadly to recognising and addressing barriers associated with factors including neurodivergence, communication differences, socioeconomic circumstances and other aspects of individual experience and identity.

5. Neurodiversity and disability

Neuroinclusion is central to the work of Collectively Diverse CIC.

We recognise that environments, communication methods, expectations and systems can create barriers for neurodivergent and disabled people. We aim to reduce these barriers through inclusive design and reasonable adjustments.

Where possible, we will provide different ways to access information, communicate, participate and demonstrate understanding. We encourage people to tell us what would help them participate without requiring unnecessary disclosure or diagnosis.

6. Accessible and inclusive practice

When planning and delivering our work, we will consider factors including:

- physical and digital accessibility;
- communication and information needs;
- sensory environments;
- literacy and processing needs;
- different learning and communication preferences;
- mental wellbeing and psychological safety;
- financial or practical barriers to participation;
- reasonable adjustments.

We recognise that inclusion should not depend solely on individuals identifying barriers or requesting adjustments. Where reasonably possible, we will anticipate potential barriers and design our services, communication and environments to be accessible from the outset.

7. Responsibilities

The Founder of Collectively Diverse CIC has overall responsibility for ensuring this policy is implemented and reviewed.

Anyone working or volunteering on behalf of Collectively Diverse CIC is expected to:

- understand and follow this policy;
- behave in an inclusive and respectful way;
- challenge or report discrimination and exclusion appropriately;
- consider accessibility and individual needs within their work;
- raise concerns where practice does not reflect our commitments.

8. Concerns and complaints

Anyone who believes they have experienced or witnessed discrimination, harassment, bullying or exclusion within an activity delivered by Collectively Diverse CIC is encouraged to raise their concern.

Concerns will be taken seriously, treated respectfully and considered in accordance with our Complaints Policy and, where relevant, our Safeguarding Policy.

No person should experience disadvantage or victimisation for raising a concern in good faith.

9. Working with partners

We aim to work with organisations and individuals who share our commitment to dignity, inclusion and equitable participation.

Where we deliver work in partnership or within another organisation's setting, we will work collaboratively to identify accessibility needs and reduce barriers to participation.

10. Monitoring and review

We will use participant feedback, evaluation, lived experience and learning from our work to continually improve our approach to equality, diversity and inclusion.

This policy will be reviewed annually, or sooner if there are significant changes to legislation, guidance or organisational practice.

Date adopted: 27 August 2026

Next review due: 27 August 2027

Approved by: Elizabeth Day, Founder, Collectively Diverse CIC