

Equality, Diversity and Inclusion Policy

Policy Management	
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Date of Last Review: <i>July 2025</i>	
Date of Next Review: <i>July 2026</i>	
Responsibility: <i>Manager, Bee-Able CIC</i>	Name: <i>Sharon Senior</i>
Signed:	Date:

1. Our Commitment

At Bee-Able CIC, we believe that everyone has the right to feel safe, respected, and valued.

We are committed to creating a welcoming, inclusive and supportive environment for everyone who uses our services, works or volunteers with us—regardless of their background, identity or personal circumstances.

We celebrate difference. We work hard to remove barriers and to make sure that everyone can take part, be included, and be heard.

2. Who This Policy Applies To

This policy applies to:

- All children, young people, and adults who use Bee-Able CIC's services
- Parents, carers and families
- Staff, volunteers and anyone representing Bee-Able CIC
- Visitors, professionals and partner organisations

3. We Will Always

- Treat people with kindness, dignity and respect



- Challenge discrimination, harassment or bullying
- Provide fair access to all our services
- Listen and respond to individual needs
- Make reasonable adjustments where needed
- Promote positive relationships and understanding
- Encourage a diverse team of staff and volunteers
- Train our team in equality, diversity and inclusion
- Comply with all equality laws and best practice standards

4. Protected Characteristics

Under the **Equality Act 2010**, we will never discriminate against anyone because of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, colour, nationality or ethnic background
- Religion or belief
- Sex (gender)
- Sexual orientation

5. Accessibility and Inclusion in Practice

We provide flexible, person-centred support. We aim to reduce barriers to taking part by:



- Using plain English and clear communication
- Offering accessible spaces wherever possible
- Supporting communication needs (e.g. visual aids, prompts, social stories)
- Allowing time and space for people to regulate and feel comfortable
- Listening to what works for each individual

6. Culture and Belonging

We encourage everyone at Bee-Able CIC to:

- Be themselves
- Learn from each other
- Stand up for fairness
- Celebrate differences
- Respect other people's identities, backgrounds and beliefs

We also recognise that inclusion means being willing to reflect, learn and improve. We welcome feedback and are open to challenge where things can be done better.

7. Reporting Concerns

We take any concern about discrimination, bullying or exclusion seriously. Anyone can raise a concern by speaking to the Manager or contacting the Bee-Able CIC office. We will listen and respond with care, discretion and a commitment to resolve the issue fairly.

8. Monitoring and Review

We will review this policy every year to make sure it stays relevant and effective. We will also review our practices regularly to ensure we continue to meet our equality and inclusion goals.