

Inspire Neurodiversity and Wellbeing CIC
Equality, Diversity Policy
Version 1.1 | Approved by Board of Directors
Effective Date: 17th December 2025



Equality, Diversity & Inclusion (EDI) Policy

Title: Equality, Diversity & Inclusion (EDI) Policy

Organisation: Inspire Neurodiversity and Wellbeing CIC

Version: 1.1

Approved By: Board of Directors

Approval Date: 17th December 2025

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Next Review Date: December 2026

Policy Statement:

Inspire Neurodiversity and Wellbeing CIC is committed to encouraging equality, diversity, and inclusion among our workforce and community and eliminating unlawful discrimination. We believe that every individual, regardless of their background or neurotype, deserves a place of trust and care.

Purpose:

To provide equality, fairness and respect for all in our employment and service delivery. We aim to create an environment that is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.

Our Commitments:

1. **Cultural Resonance:** Ensuring our services are specifically tailored to be accessible and culturally appropriate for ethnic minority groups in Cardiff.
2. **Neuro-Inclusion:** Recognising neurodiversity as a valuable form of human diversity and ensuring all environments are sensory-friendly.
3. **Language Access:** Providing bilingual support and explanations to ensure no family is excluded due to a language barrier.
4. **Anti-Discrimination:** Not unlawfully discriminating because of the Equality Act 2010 protected characteristics (age, disability, race, religion, sex, etc.).

Implementation:

- **Training:** All volunteers and staff must complete EDI awareness training as part of their induction.
- **Reporting:** Any breach of this policy should be reported immediately to the Director or DSL.
- **Monitoring:** We will review our data annually to ensure our services are reaching a diverse cross-section of the community.

Reviewed and Signed by the Board of Directors

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