



Equality and Diversity Policy

1. Purpose

I am committed to promoting equality, diversity, and inclusion in all areas of my work. I believe that everyone should be treated fairly and with respect, and that diversity strengthens the communities I serve.

2. Scope

This policy applies to everyone I work with, including:

- Clients and service users
- Volunteers or contractors I may engage
- Partners and organisations I collaborate with
- Any other individuals who take part in my activities

3. My Commitment

I will:

- Provide a welcoming and inclusive environment for everyone
- Value and respect individual differences
- Ensure that no person is treated less favourably because of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation
- Actively challenge discrimination, harassment, or victimisation whenever it occurs
- Meet my legal obligations under the **Equality Act 2010** and other relevant legislation

4. Implementation

To uphold this policy, I will:

- Embed equality and diversity into all of my services and decision-making
- Make reasonable adjustments to ensure accessibility for people with disabilities or specific needs
- Provide clear routes for raising concerns or complaints related to discrimination or unfair treatment

5. Responsibilities

As a sole trader, I take full responsibility for ensuring that this policy is implemented and upheld in all areas of my work.

6. Complaints and Concerns

If you believe you have been treated unfairly, or if you experience or witness discrimination, harassment, or victimisation, please raise the issue directly with me. I will take all concerns seriously and handle them promptly, fairly, and sensitively.

7. Review

I will review this policy periodically as best practice to ensure it remains up to date and effective.

Date of policy: 5th September 2025