

Lil' Leo CIC – Equality, Diversity and Inclusion (EDI) Policy

Last updated: Nov 2025

1. Our commitment

Lil' Leo CIC is committed to promoting equality, diversity and inclusion in everything we do. We believe everyone should be treated with dignity, respect and fairness.

We aim to create a culture where all staff, volunteers, participants, partners and community members feel valued and able to take part fully in our activities.

2. Scope

This policy applies to:

- Employees and volunteers
 - Board members and directors
 - Service users and community members
 - Contractors, partners and anyone working with or for Lil' Leo CIC
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3. Our aims

We aim to:

- Eliminate discrimination, harassment and victimisation
 - Celebrate and encourage diverse backgrounds and perspectives
 - Make our services accessible and inclusive
 - Provide a safe environment free from bullying or exclusion
 - Promote equal opportunities in recruitment, training and development
 - Review and improve our policies and practices regularly
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4. Protected characteristics

We do not tolerate discrimination based on any protected characteristic under the Equality Act 2010, including:

- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race, ethnicity or national origin
 - Religion or belief
 - Sex
 - Sexual orientation
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5. Responsibilities

Everyone involved with Lil' Leo CIC is expected to:

- Uphold this policy in their work and behaviour
 - Treat others with dignity and respect
 - Challenge discriminatory behaviour or practices
 - Report concerns or breaches promptly and appropriately
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6. Monitoring and review

Lil' Leo CIC will regularly review this policy and our practices to ensure we meet our commitments to equality, diversity and inclusion.

We welcome feedback and suggestions to help us improve.