



Activity Junction LTD

Equality, Diversity and Inclusion (EDI) Policy

Activity Junction reviews all policies on a regular basis to demonstrate good practice, regulations and legislation changes as required.

1. Policy Statement

At Activity Junction Ltd, we are committed to promoting equality, embracing diversity, and fostering a culture of inclusion across all our services and activities. We value the uniqueness of every individual and strive to ensure that everyone who engages with our work feels respected, safe, and empowered to participate fully.

We believe that a diverse and inclusive environment not only strengthens our team and community but is essential to delivering services that truly meet the needs of all.

2. Our Commitment

Activity Junction Ltd is committed to:

- Treating everyone fairly and with dignity.
- Ensuring our services are inclusive and accessible to all.
- Taking active steps to challenge discrimination and inequality.
- Promoting understanding and respect among people from different backgrounds.

We welcome and celebrate individuals regardless of:

- Age
- Disability or long-term condition
- Neurodiversity (e.g. autism, ADHD)
- Gender identity or expression
- Marital or civil partnership status
- Pregnancy or maternity
- Race, ethnicity, or national origin
- Religion or belief (or lack of belief)
- Sex or sexual orientation
- Socioeconomic background

3. Policy Aims

This policy aims to:

- Embed equality, diversity and inclusion in all aspects of our work.
- Remove or reduce barriers to participation in our activities.
- Encourage positive relationships and respect between all stakeholders.
- Promote staff, volunteer, and participant awareness of inclusive practice.

4. Who This Policy Applies To

This policy applies to:

- All staff, volunteers, and contractors
- Participants (children, young people, and adults)
- Parents, carers, and guardians
- External professionals (e.g. support workers, venue staff)

5. Implementation

To implement this policy, Activity Junction Ltd will:

- Ensure recruitment and staffing decisions are fair and based on merit.
- Provide training and development to staff and volunteers on EDI topics.
- Use accessible communication methods (e.g. Easy Read, visual supports).
- Include a wide range of cultural and inclusive representation in our resources and activities.
- Offer adjustments or support to meet individual needs during sessions or events.

6. Preventing Discrimination, Harassment and Victimisation

Discrimination, bullying, harassment, or victimisation of any kind will not be tolerated.

We will:

- Respond promptly and appropriately to any concerns raised.
- Take disciplinary action where needed, in line with our internal procedures.
- Support those affected by discriminatory behavior.

7. Monitoring and Evaluation

We will:

- Regularly review participation and feedback to ensure inclusivity.
- Monitor staff and volunteer diversity (anonymously and with consent).
- Assess the effectiveness of this policy annually or after any significant changes in legislation or service delivery.

8. Complaints and Concerns

If anyone feels they have been treated unfairly or discriminated against, they are encouraged to speak to a member of staff or use our Complaints Procedure. We will treat all concerns seriously and handle them with sensitivity and confidentiality.

9. Review

This policy will be reviewed annually or following any major incident or legislative change.

Date of last review: 24th April 2025

Next review due: 24th April 2026

Approved by:

Emma Devine – Director
Activity Junction Ltd