



Policies and Procedures

Equality and Diversity

Equality, Diversity, and Inclusion (EDI) Policy

1. Policy Statement

The Lemner is committed to encouraging equality, diversity, and inclusion among our workforce and participants, and eliminating unlawful discrimination. Our aim is for The Lemner to be truly representative of all sections of society, and for every visitor and staff member to feel respected, valued and able to give their best.

2. Purpose and Scope

This policy applies to all staff, trustees, volunteers, contractors, and participants (children and vulnerable adults). It provides a framework to:

Prevent discrimination, harassment, and victimisation.

Promote equality of opportunity.

Foster good relations between people who share a protected characteristic and those who do not.

3. Legal Framework

This policy is underpinned by the Equality Act 2010, the Children Act 1989/2004, and the Care Act 2014. We recognise the "Protected Characteristics" defined by law: age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, and sexual orientation.

Service Delivery & Accessibility

4. Support for Children

We recognise that children (under 18) are inherently vulnerable and require tailored support that acknowledges their diverse backgrounds.

Child-Centred Approach: Services will be delivered in the best interests of the child, ensuring their voice is heard regardless of their age or ability.

Cultural Sensitivity: We will provide resources and support that respect the child's religious, linguistic, and cultural heritage.

Inclusive Play/Learning: All activities within the centre will be accessible to children with neurodiversity or physical disabilities.

5. Support for Vulnerable Adults

We are dedicated to supporting adults at risk in a way that promotes autonomy and dignity.

Empowerment: We will support vulnerable adults to make their own choices, providing advocacy services where communication barriers exist.

Physical Access: The centre maintains a "zero-barrier" physical environment, including ramps, quiet rooms for sensory processing, and accessible toilets.

Information Equity: Key documents and support plans will be available in Easy Read, Large Print, and multiple languages.

Standards of Conduct

6. Prevention of Discrimination

The Lemner maintains a zero-tolerance approach to:

Direct Discrimination: Treating someone less favourably because of a protected characteristic.

Indirect Discrimination: Applying a rule or practice that disadvantages a specific group.

Harassment: Unwanted conduct that violates dignity or creates an intimidating environment.

Victimisation: Treating someone badly because they made a complaint or supported someone else's complaint.

7. Staff, Trustees and Volunteer Responsibilities

All representatives of The Lemner must:

Undergo mandatory EDI and Safeguarding training every 36 months.

Challenge discriminatory language or behaviour immediately and constructively.

Report any suspected "hate crimes" or targeted abuse against participants to the Designated Safeguarding Lead (DSL).

Monitoring and Accountability

8. Data and Feedback

To ensure this policy is effective, we will:

Collect anonymised diversity data from participants to identify gaps in our reach.

Conduct quarterly "Participants Forums" where children and vulnerable adults can provide feedback on The Lemner's inclusivity.

9. Complaints Procedure

If participant, parent, or carer feels they have been treated unfairly:

They may lodge a formal complaint via the Grievance Procedure.

All complaints regarding discrimination will be investigated within 10 working days.

Confidentiality will be maintained, provided there is no immediate risk of harm to a child or vulnerable adult.

10. Review

This policy will be reviewed by trustees annually or following a change in legislation or a significant internal incident.

Review Date: 5th March 2027

Approved By:



Chair of Trustees