

Happy Healthy Together CIC

Equality, Diversity and Inclusion Policy

1. Purpose and scope of this policy

Happy Healthy Together CIC is committed to promoting equality, valuing diversity and fostering inclusion in all areas of our work. We believe everyone has the right to be treated with dignity and respect and to feel safe, welcomed and able to participate fully.

This policy applies to all directors, employees, self-employed associates, volunteers, participants and partners working with Happy Healthy Together CIC.

2. Our commitment

We are committed to promoting fairness, respect and equal opportunity; challenging discrimination and exclusion; valuing difference; and embedding inclusive practice across our services, employment and safeguarding responsibilities.

3. Legal framework

This policy is informed by the Equality Act 2010, the Human Rights Act 1998, the United Nations Convention on the Rights of the Child and relevant guidance.

4. Protected characteristics

We do not discriminate on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. We also recognise additional factors such as socioeconomic disadvantage or digital exclusion.

5. Equality, diversity and safeguarding

Equality, diversity and inclusion are integral to safeguarding. Inclusive practice reduces vulnerability and supports safety and wellbeing. All safeguarding concerns are responded to in line with safeguarding and child protection procedures, regardless of background or identity.

6. Inclusive service delivery

We design and deliver activities that are as accessible and inclusive as possible. We make reasonable adjustments, consider barriers to access and seek feedback to improve inclusive practice.

7. Employment and volunteering

Recruitment, induction, training and supervision are undertaken fairly and inclusively. Decisions are based on skills, experience and organisational need.

8. Behaviour and anti-discrimination

Discrimination, harassment, bullying or exclusion are not tolerated. Concerns will be addressed promptly through complaints or whistleblowing procedures.

9. Roles and responsibilities

Happy Healthy Together CIC will promote and monitor inclusive practice. All colleagues must act in line with this policy, treat others with respect and report discriminatory behaviour.

10. Monitoring and review

This policy will be monitored and reviewed annually or earlier if required. Learning from feedback and safeguarding reviews will inform updates.

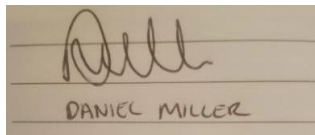
11. Related policies

This policy should be read alongside the Safeguarding, Child Protection, Data Protection, Safeguarding Induction, Complaints and Whistleblowing policies.

12. Policy review

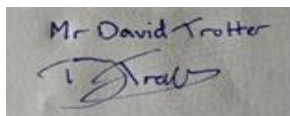
This policy is reviewed annually, and next review is due in April 2027.

Director approval



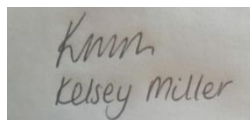
DANIEL MILLER

Signed: Date: 09/04/2026



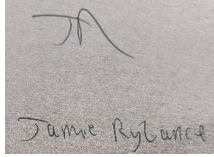
Mr David Trotter

Signed: Date: 09/04/2026



Kelsey Miller

Signed: Date: 09/04/2026

A square image showing a handwritten signature in dark ink on a light-colored, textured surface. The signature is written in a cursive style and appears to read "James Ryland".

Signed:

Date: 09/04/2026