



South Leicestershire Dementia Community

Equality, Diversity & Inclusion (EDI) Policy

Charity Registration Number: 1213124

1. Introduction

South Leicestershire Dementia Community (SLDC) is committed to promoting equality, diversity, and inclusion (EDI) in all areas of its work. We believe that every person has the right to be treated fairly, with dignity and respect, and to have equal access to opportunities, support, and services.

This policy applies to everyone involved with SLDC – trustees, staff, volunteers, members, people living with dementia, carers, and partners.

2. Our Commitment

We will:

- Provide a welcoming, inclusive, and supportive environment for all.
 - Treat people fairly, respectfully, and without discrimination.
 - Value the diversity of people's backgrounds, experiences, and perspectives.
 - Take active steps to remove barriers to participation.
 - Embed equality, diversity, and inclusion into all aspects of our work.
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3. Legal Framework

This policy reflects the requirements of the **Equality Act 2010**, which protects people from discrimination, harassment, and victimisation on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)



- Religion or belief
 - Sex
 - Sexual orientation
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4. How We Put EDI into Practice

In Service Delivery

- Ensure our activities and support are inclusive and accessible to people living with dementia, their families, and carers.
- Make reasonable adjustments to meet individual needs.
- Promote a culture of understanding, empathy, and respect.

In Volunteering and Employment

- Recruit volunteers and staff fairly, openly, and inclusively.
- Provide induction, training, and support that promotes awareness of equality and inclusion.
- Take action against discriminatory behaviour, harassment, or bullying.

In Governance and Decision-Making

- Consider equality, diversity, and inclusion in all trustee decisions.
 - Strive for diverse representation on our board, staff team, and volunteer base.
 - Engage with people affected by dementia and carers to shape our services.
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5. Responsibilities

- **Trustees** are responsible for ensuring compliance with this policy.
 - **Staff and Volunteers** must uphold and promote the principles of equality, diversity, and inclusion.
 - **The EDI Lead** (appointed annually by the Trustees) will monitor progress, provide advice, and support training.
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6. Reporting Concerns



- Any concerns about discrimination, harassment, or exclusion should be reported to a manager, volunteer coordinator, or trustee.
 - SLDC will take all complaints seriously and act promptly, fairly, and confidentially.
 - We will not tolerate victimisation of anyone who raises a concern.
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7. Monitoring and Review

- We will monitor participation, feedback, and outcomes to ensure our services remain inclusive.
 - This policy will be reviewed every **two years** or sooner if required by law or organisational change.
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8. Approval

Approved by: Trustees of South Leicestershire Dementia Community

Date:

Next Review Date: