

## **ADHDadultUK Equality Diversity and Inclusivity Policy**

### **1. Purpose**

This policy outlines the commitment of ADHDadultUK to promoting 'Equity through equality', diversity and inclusivity in all areas of its operations. The policy applies to all individuals connected to the charity, including volunteers, trustees, contractors, service users, and other stakeholders.

### **2. Definition**

Equality is the state of being treated fairly and without discrimination, regardless of an individual's background, characteristics, or circumstances. Diversity refers to the range of differences between individuals, including but not limited to age, gender, race, ethnicity, nationality, religion, sexual orientation, disability, and socio-economic background. Equity also requires inclusivity, which refers to the practice of creating a welcoming and respectful environment that embraces diversity and values each individual's unique contributions.

### **3. Commitment to Equality, Diversity and Inclusivity**

ADHDadultUK is committed to promoting equality, diversity and inclusivity in all aspects of its operations, including recruitment, retention, training, service delivery, and engagement with stakeholders. The charity recognises that promoting diversity and inclusivity can lead to better decision-making, increased creativity, and improved outcomes for service users and stakeholders.

### **4. Recruitment and Retention**

The charity will strive to recruit and retain a diverse team of Trustees and volunteers that reflects the diversity of the communities it serves. The charity will ensure that recruitment practices are fair and equitable, and that role advertisements and descriptions are free from bias. The charity will also provide training and development opportunities to promote career advancement and retain staff from diverse backgrounds.

### **5. Training and Development**

The charity will provide training and development opportunities to all staff, volunteers, and trustees to promote awareness and understanding of diversity and inclusivity issues. The charity will ensure that training is accessible and relevant to all individuals and that it reflects the diversity of the communities it serves.

### **6. Service Delivery**

The charity will provide services that are accessible, culturally sensitive, and responsive to the needs of diverse communities. The charity will ensure that service delivery is inclusive and respectful and that all individuals receive the support they need regardless of their background.

**7. Engagement with Stakeholders**

The charity will engage with stakeholders in a way that is respectful and inclusive, promoting the involvement of diverse individuals and groups. The charity will seek feedback from stakeholders to ensure that services are relevant and responsive to their needs.

**8. Review**

This policy will be reviewed annually by the Trustees to ensure that it remains up-to-date and effective. Any necessary changes will be made and communicated to all relevant parties.

**Version Control - Approval and Review**

<b>Version No</b>	<b>Approved By</b>	<b>Approval Date</b>	<b>Main Changes</b>	<b>Review Date</b>
1.0	James Brown	03/10/2024	Initial draft approved	03/10/2025