



Equality, Diversity and Inclusion Policy.

Willow Tree Children's Support is committed to encouraging equality, diversity and inclusion for the families, children and communities that we support and also the people that work for us and volunteer. We believe that every child deserves help and support whenever they need it and that the right support is accessible and inclusive to all.

The aim for our support service is to be truly representative of all sections of society and to eliminate unlawful discrimination.

Our policy's purpose:

This policy's purpose is to provide equality, fairness and respect for all of the families, children and communities that we support and also people in our employment, whether temporary, part-time, full-time and voluntary.

We understand our responsibilities to uphold the legal requirements of the Equality Act 2010 and to be aware of the protected characteristics. These are:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

How will we achieve our aim?

At Willow Tree Children's Support we understand that awareness and understanding of equality, diversity and inclusion is an ongoing process that can be achieved through staff training, monitoring of who uses our support service and by listening to the children, families and communities that we support. By regularly reviewing our support service and providing a voice for all staff, children, families and communities we can promote dignity and respect for all, and where individual differences and the contributions of everyone are recognised and valued.