Mana Charity Equity, Diversity and Inclusion (EDI) Policy

Our Equity, Diversity and Inclusion Statement

Mana Charity is committed to promoting equity, diversity, and inclusion across all its programmes, ensuring that every participant, carer, volunteer and staff member feels respected, valued and supported. We recognise that adults with disabilities often face systemic inequalities and barriers to wellbeing and we aim to remove these through inclusive practice.

This policy applies to all staff, volunteers, participants, carers and partner organisations involved in Mana Charity programmes. It covers recruitment, programme delivery, communications, partnerships and decision-making processes.

Our Commitments

1. **Equity**

   - We ensure fair access to all programmes, support and resources.

   - Reasonable adjustments are made to meet individual needs, including communication, mobility and sensory requirements.

- Programme activities are designed to address health inequalities and support meaningful participation.

2. **Diversity**

   - We celebrate differences in ability, age, gender, race, religion or belief, sexual orientation, socio-economic background, neurodiversity and other protected characteristics.

   - Recruitment and volunteer opportunities actively encourage diverse applicants.

   - Programme content reflects the diversity of our participants and wider community.

3. **Inclusion**

   - All participants are encouraged to contribute, share their voices and influence programme design.

   - Staff and volunteers receive training in inclusive practice, cultural awareness and accessible communication.

○ Bullying, discrimination or harassment in any form is not tolerated.

Implementation & Practice

- **Training**: All staff and volunteers are given access to training in equity, diversity and disability awareness.

- **Monitoring**: Participant demographics and engagement are monitored to identify barriers or underrepresentation.

- **Programme Design**: Activities and materials are accessible, culturally sensitive and adaptable to diverse needs.

- **Partnerships**: Collaborations with other organisations reflect shared EDI values.

Responsibility

- **Board of Trustees**: Ensure organisational policies reflect EDI principles and provide oversight.

- **Programme Leads and Facilitators**: Implement inclusive practice and report barriers or concerns.

- **All Staff and Volunteers**: Uphold EDI values in everyday interactions and programme delivery.

Addressing Concerns

- Any incidents of discrimination, harassment or exclusion are reported to the Designated Safeguarding Lead (DSL) or senior management.

- Investigations are conducted promptly, confidentially and in line with statutory safeguarding guidance.

Monitoring and Review

- EDI practices are reviewed annually and updated based on participant feedback, emerging best practice, and legislative requirements.

- Feedback from participants, carers, and partners is actively sought to improve inclusivity and accessibility.

Monitoring: This policy was last reviewed on 15th June 2025.

Signed:

Board of Trustees

Emily Hyland   Alexandra Stalker   Rachel Forster