

# **Equality, Diversity, and Inclusion (EDI) Policy**

## **Neurodiverse Adventures**

### **1. Introduction**

Neurodiverse Adventures is committed to promoting equality, diversity, inclusion, and equity in all aspects of our work. We believe that embracing diverse perspectives, experiences, and abilities enriches our business and enhances the services we provide. We strive to create an environment where everyone, regardless of neurotype, background, or any other identity, is treated fairly, respectfully, and with dignity.

We recognise that equity is essential in ensuring everyone has access to the resources and opportunities needed to succeed. This means acknowledging and addressing systemic barriers and providing tailored support to individuals based on their unique needs.

### **2. Scope**

This policy applies to all employees, contractors, volunteers, clients, and stakeholders involved with Neurodiverse Adventures. It covers all aspects of our business, including recruitment, workplace culture, service provision, and community engagement.

### **3. Our Commitment**

At Neurodiverse Adventures, we pledge to:

- **Foster an Inclusive Culture** – Create a welcoming environment where differences are valued and respected.
- **Ensure Equal Opportunities** – Provide fair access to employment, training, and progression opportunities for all individuals, including those who are neurodivergent and or autistic.
- **Promote Equity** – Recognise and address individual needs by offering appropriate support and adjustments to create a level playing field.
- **Prevent Discrimination** – Take proactive measures to eliminate discrimination, harassment, and bias based on disability, neurodivergence, race, gender, sexual orientation, religion, age, or any other characteristic.
- **Promote Accessibility** – Ensure our services, communications, and workplace are accessible to individuals with diverse needs.
- **Encourage Open Communication** – Support dialogue around diversity and inclusion, welcoming feedback to improve our practices.

### **4. Legal Framework**

This policy aligns with the UK Equality Act 2010 and other relevant legislation to ensure compliance with legal obligations.

### **5. Implementation**

To uphold our commitments, we will:

- Train staff on EDI principles and Neurodiversity/Autistic acceptance.
- Implement fair recruitment and selection processes.
- Regularly review policies and practices to remove barriers to inclusion.
- Address and resolve any concerns regarding discrimination or exclusion.

## **6. Reporting and Accountability**

All individuals involved with Neurodiverse Adventures are responsible for upholding this policy. Any equality, diversity, inclusion, or equity concerns should be reported to Amanda Maguire, Founder of Neurodiverse Adventures, at [amanda@neurodiverseadventures.com](mailto:amanda@neurodiverseadventures.com). Complaints will be handled sensitively and in accordance with our grievance procedures.

## **7. Review and Continuous Improvement**

This policy will be reviewed annually to ensure its effectiveness and relevance. Employee, client, and stakeholder feedback (when in operation) will be used to enhance our EDI approach.

### **Approved by:**

Amanda Maguire

Founder

Date: 24/04/2025