



## Equality and Diversity Policy for The Dyslexia Garden

Purpose: This Equality and Diversity Policy outlines the commitment of Becky Glenn at The Dyslexia Garden to promote equality and diversity and to ensure that all learners, clients, and stakeholders are treated with respect and fairness.

Scope: This policy applies to all interactions, services, and practices within The Dyslexia Garden, including assessments, consultations, and communications.

### Definitions:

- Equality: Ensuring everyone has equal opportunities and is not treated differently or discriminated against because of their characteristics.
- Diversity: Recognizing, respecting, and valuing differences in people.
- Discrimination: Treating someone less favourably because of their characteristics, such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

### Policy Statement:

Becky Glenn is committed to:

- Providing an inclusive service that promotes equality and values diversity.
- Ensuring that no learner, client, or stakeholder experiences discrimination or harassment.
- Creating an environment where individual differences and contributions are recognized and valued.

### Responsibilities:

- Becky Glenn: Has overall responsibility for implementing and monitoring this policy, ensuring that practices are inclusive and non-discriminatory.
- Staff and Volunteers: Must comply with this policy, participate in equality and diversity training, and promote an inclusive environment.

### Key Principles:

1. Inclusive Services:
  - Assessments and consultations will be accessible and fair to all individuals, regardless of their characteristics or background.
  - Reasonable adjustments will be made to accommodate the needs of learners with disabilities or other specific requirements.
2. Respect and Dignity:
  - All individuals will be treated with respect and dignity.
  - Discriminatory behaviour, harassment, or bullying will not be tolerated and will be addressed promptly and effectively.
3. Equal Opportunities:
  - Equal opportunities will be provided in all aspects of service delivery.
  - Practices and procedures will be reviewed regularly to ensure they promote equality and do not disadvantage any group.
4. Diverse Environment:
  - A diverse and inclusive environment will be fostered, where differences are valued, and individuals feel respected and supported.
  - Efforts will be made to understand and respect the cultural and personal needs of all learners and clients.
5. Training and Awareness:
  - Regular training on equality and diversity will be provided to all staff and volunteers.
  - Awareness of equality and diversity issues will be promoted through ongoing education and communication.

### Reporting and Addressing Discrimination:

- Any incidents of discrimination, harassment, or unfair treatment must be reported to Becky Glenn immediately.
- Reports will be taken seriously, investigated promptly, and addressed in line with relevant procedures.
- Support will be provided to individuals who experience discrimination or harassment.

### Policy Review:

- This policy will be reviewed annually or in response to legislative changes or significant incidents to ensure it remains effective and relevant.
- Feedback from learners, clients, and stakeholders will be sought to inform policy updates and improvements.

Contact Information:

- For any concerns or queries about this Equality and Diversity Policy, please contact Becky Glenn at The Dyslexia Garden.

Date of Policy: July 2024

Next Review: July 2025

By adhering to this Equality and Diversity Policy, Becky Glenn ensures that all individuals are treated fairly and with respect, fostering an inclusive and supportive environment for dyslexia assessments