

Roald Dahl's Marvellous Children's Charity

Equality Diversity & Inclusion (EDI) Statement

A fairer future for all

Roald Dahl Marvellous Children's Charity believe that every individual has the right to be their true self and to live a full life without prejudice, fear or barriers.

True to our values to be child-focussed, caring, empowering, resourceful and sparky, our ambition is to develop good equality, diversity and inclusion practices and procedures over and above those required by law.

As we grow our network of nurses, members of staff and volunteer workforce, we are making a conscious effort to recruit and retain individuals from all sectors of our society, and to provide support to all groups and communities. We want our workforce and those we serve to be treated as valued individuals and we will work diligently to make sure that they are.

We passionately believe that everyone has the right to be valued equally, and treated fairly, without barriers, fear or prejudice regardless of race, age, gender, disability, sexual orientation, religion or background.

We are working to improve our organisational culture to be inclusive, fair and equitable.

- Equality is about achieving equality through ensuring that everyone is treated fairly with respect and dignity. Acknowledging the existence of current and historical inequalities and proactively putting in place, positive action and adjustments to challenge and remove these barriers.
- Diversity is about recognising and respecting differences and placing value on those differences.
- Inclusion is about providing an environment where everyone has equal access to opportunities and resources, and where they can feel valued, accepted, and heard.

Our Responsibility

We comply with the Equality Act 2010 (the "Act") and understands our duties under it. As an organisation we would treat any reports of discrimination seriously. Should such a report arise, our Charity will ensure it is investigated and appropriate action taken in line with our internal policies and procedures.

Our principles

1. Our Community - We will value our differences and benefit from our diversity of thought, background, and experience. We will reflect the diversity of those that we work with and for.
2. Our Behaviours – Our Leaders will act as role models and champions. Individually and collectively, we will uphold our shared vision and stand up to challenge behaviours that don't reflect it.
3. Our Progress – Data will be central to our decision making in helping us measure and drive change. We won't stop listening and learning and will be honest and transparent about our progress.

Our Vision

Our aim is to achieve a more equitable, diverse, and inclusive workforce by ensuring EDI is reflected in our values and embedded in our practises and individual behaviours. We expect

all of our third-party suppliers and partners to commit to treating their workforce with dignity and respect; in addition to complying with the Act.

This is intended to be a statement of intent, to signal our aspirations for best practice and making genuine change. We will regularly review and adjust this statement in response to feedback and input from our community, partners and key stakeholders.

We look forward to seeing where this journey takes us and will keep lines of communication open.

If you'd like to ask a question or make a comment on our Equality, Diversity and Inclusion statement please go to our 'contact us' page.

Approval

This EDI Statement is approved by delegated authority from the Board of Trustees of Roald Dahl's Marvellous Children's Charity

This Equality Diversity & Inclusion (EDI) Statement will be reviewed at least every three years and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Statement will be brought to the attention of all stakeholders.

Signed:



Dated:

2022

Name:

Louise Griew

Position:

Chief Executive Officer