



Equality, Diversity, and Inclusion Policy

1. Our Commitment

David Rees Holistic Learning Ltd (DRHL), we are committed to providing an environment where everyone feels valued, respected, and empowered. This policy outlines our commitment to fostering equality, diversity, and inclusion (EDI) for all young people and team members.

We believe that a diverse and inclusive environment is fundamental to our mission. It allows young people to be themselves, feel safe, and thrive, while also enabling our team to collaborate effectively and provide the highest quality of support.

2. Scope of the Policy

This policy applies to all aspects of DRHL, including:

- All young people in our care.
- All members of the DRHL team, including full-time practitioners, part-time staff, and volunteers.
- Interactions with families, partner schools, and local authorities.

3. Core Principles and Responsibilities

3.1. Fostering an Inclusive Culture

We are committed to creating an open and respectful culture. We will model positive behaviour and encourage open communication where all young people and team members feel comfortable expressing their ideas and opinions without fear of prejudice or judgment.

- **Responsibility:** This is the collective responsibility of the entire DRHL team.

3.2. Fair Recruitment and Employment

Our recruitment and promotion processes will be fair, transparent, and free from bias. We will seek to build a diverse team that reflects the community we serve and is committed to our holistic values.

- **Responsibility:** Senior leadership is responsible for ensuring these processes are upheld.

3.3. Training and Development

We will provide regular and relevant training to our team to promote understanding and empathy. This training will cover topics such as understanding neurodiversity, cultural competence, and unconscious bias, ensuring every young person receives equitable support.

- **Responsibility:** Senior leadership will identify and resource training opportunities, and the full team will actively participate.

3.4. Support and Well-being

We recognize the diverse needs of our team and are committed to supporting work-life balance. We will offer flexible working arrangements to accommodate individual circumstances, creating a supportive environment for our practitioners.

- **Responsibility:** Senior leadership and line managers will implement and manage these arrangements.

3.5. Addressing Harassment, Discrimination, and Bullying

DRHL has a zero-tolerance policy for any form of harassment, discrimination, or bullying. We will establish clear procedures for reporting and addressing such incidents to protect both young people and the team.

- **Responsibility: All team members** must be trained on reporting procedures. Senior leadership and the Designated Safeguarding Leads are responsible for ensuring these procedures are followed and for taking swift, appropriate action.

3.6. Regular Assessment and Review

We are committed to continuous improvement. We will regularly assess the effectiveness of our EDI initiatives through anonymous surveys and open forums, using the feedback to identify areas for improvement and make necessary adjustments.

- **Responsibility:** Senior leadership, in collaboration with the full team, will lead this ongoing effort.

4. Reporting Concerns

If a young person, team member, or family has a concern related to equality, diversity, or inclusion, they should feel safe and supported in raising it. Concerns can be reported to a line manager or one of our Designated Safeguarding Leads.

- **Contact Information:**

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5. Policy Review

This policy will be reviewed annually to ensure its continued effectiveness and relevance.

Next Review Date: August 2026