

EQUALITY, DIVERSITY & INCLUSION POLICY 2023

EQUALITY, DIVERSITY & INCLUSION STATEMENT

“As a company and as individuals, we are committed to ensuring we remain an inclusive, accessible and safe space for all regardless of diversity, need, gender identity, sexuality, faith or ethnicity.

Welcoming you into work with us means you are actively participating in an inclusive event and environment. As such we will not tolerate any behaviour that contradicts this and will actively work to eradicate bullying, harassment and discrimination which have no place within our spaces.

Together we can foster opportunities to learn from diversity and each other and to increase acceptance in our diverse world. We actively embrace opportunities to do better by knowing more. We welcome your feedback and encourage you to share any requirements so we can support you and you can get the most from your time and experience with us”

Jo McMeechan
Director

EQUALITY, DIVERSITY & INCLUSION POLICY 2023

PURPOSE OF THE POLICY

This policy sets out how Therapy Toolkit HQ Ltd trading as SENStory Training and Consultancy approaches equality, diversity and inclusion within its culture. The scope of the policy extends to all those we work with through employment, service delivery and contracting.

We are committed to being an inclusive company that actively seeks to support diverse, marginalised and minority groups in the development and delivery of our services. In doing so we work within, and in extension of the Equality Act 2010 and the Gender Recognition Act 2004.

WHY ARE ACCESSIBILITY AND INCLUSION SO IMPORTANT TO US?

As a neurodivergent led organisation with lived experience within multiple marginalised and minority communities, we know how important it is to work actively to get inclusion and accessibility right.

We have experienced the barriers for access to events, services and products ourselves and we recognise that a lack of inclusivity leads to harm.

As an organisation we passionately champion an open culture of inclusion and active allyship, underpinned by accessibility, training and knowledge, systems, procedures and processes. With no one size fits all approach for inclusion it is essential that this culture facilitates feedback and fosters positive change for those we work with and we embed these practices into our systems of work.

As an organisation it is really important to us that we create and foster better inclusive relationships with those we work with and make our services accessible to as many people as possible.

OUR APPROACH TO DISCRIMINATION, HARASSMENT AND BULLYING

We will not tolerate any behaviour that contradicts our inclusion statement and will actively work to eradicate bullying, harassment and discrimination which have no place within our spaces.

If you have any concerns about behaviour, our policy and organisation values for inclusion and diversity you can raise these via email to hello@jomcmeechan.com

EQUALITY, DIVERSITY & INCLUSION POLICY 2023

OUR COMMITMENT TO INCLUSION, DIVERSITY AND ACCESSIBILITY

For All Services

- We ask about any additional needs, pronouns and diversity when we onboard our clients and team members
- All of our team are certified via our Inclusive Business Mark core training meaning they have attended training for a range of diversity and inclusion topics delivered by those with lived experience
- We commit to audit our diversity data as part of our inclusion and diversity policy so we can monitor how diverse accessibility to our services is and make a plan to support growing diversity in what we do
- We provide routine as well as ad hoc opportunities for sharing feedback anonymously including asking for suggestions from underrepresented groups about how we can improve our services and reach
- We keep accessibility and inclusion information readily available on the website so you can access it directly rather than having to ask for it

For Face to Face Services

- We share information about accessibility specific to any venues we work with that are not our own
- We ask before you attend how we can support you and meet your needs and our systems in place mean whoever is supporting your service will know about these in advance
- We have a welcome pack for our services running at SENStory HQ that includes photographs and specific accessibility information such as parking, level access and breakout spaces. We also introduce our team with photos and a profile so you know who you will be working with
- Social stories, videos and visual resources are also available for children and young people who attend for therapeutic and education activities

For Online Services

- We provide plain text formats for our web and sales pages to support e-reader software and visual needs. A link to these is available at the bottom of every page on our website
- Our content has alt text and captions wherever we can enable them
- We offer online content in a range of formats, in some cases and where applicable we aim to make all formats available so we maximise accessibility for different learning styles and needs. These can be available in plain text, video, captioned/subtitled, audio and transcribed.
- Our website uses an accessibility plugin that you can use to adjust font and access requirements. Just click on the icon to access these features.

Last Reviewed March 2023

Next Review Date: March 2026

Copyright Jo McMeechan 2023

EQUALITY, DIVERSITY & INCLUSION POLICY 2023

- We are working towards the website and sales pages fully meeting WCAG and W3C standards.

Inclusion Strategy

We embed a review of our inclusion strategies and monitor diversity data as an active part of our annual business planning. We are committed to ensuring new products and services brought to those we work with uphold current legislation and standards, use inclusive language as we hold high expectations for inclusion, diversity and accessibility to ensure equity for those we work with. We recognise that working beyond the requirements of the Equality Act 2010 is essential as a leader for inclusion and this forms an important part of our 3 year plan.

We commit to CPD for our staff being delivered by those with direct lived experience so that we can create human connections and understand the barriers for inclusion that exist for specific groups.

Our commitment for 2023-2026 will ensure:

- We meet international standards for web accessibility by the end of 2024
- We actively seek funding to support diverse groups and communities who are under represented in our service provision, as identified through diversity monitoring processes
- We certify 200 businesses by the end of 2026 with The Inclusive Business Mark certification programme to ensure we create a ripple effect of change around inclusion in the business community and spaces

WHAT IF I NEED MORE?

We know that there is no 'one-size-fits-all' approach to inclusion and accessibility and that it's an evolving process. If there's something you have found on our website, social media or within our services that hasn't worked well for you, or you think we can improve, we want to know about it!

We also welcome the chance to answer any specific questions or to work together on making reasonable adjustments to support you.

So, if you find yourself in need or want to share something with us, please contact us via email on hello@jomcmeechan.com