



Policy

Equity, Diversity, and Inclusion (EDI)

March 2025



1. Purpose

Wheels for All is committed to promoting **Equity, Diversity, And Inclusion (EDI)** across all aspects of our work. This policy sets out our commitment to:

- **Ensuring fairness, dignity, and respect** for all employees, volunteers, participants, and partners.
- **Eliminating discrimination** and ensuring everyone has equitable access to opportunities.
- **Creating inclusive environments** where barriers are removed, and individuals can thrive.
- **Ensuring our workforce and participants reflect the diversity of the communities we serve** and proactively addressing gaps in inclusive cycling provision.

2. Scope

This policy applies to:

- **All employees and volunteers**, whether full-time, part-time, or sessional.
- **Participants and beneficiaries** engaging in our activities.
- **Trustees, contractors, suppliers, and partners** working with Wheels for All.

3. Legal Framework

We commit to upholding the principles of the **Equality Act 2010** by ensuring no individual is discriminated against based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic and national origin)
- Religion or belief
- Sex
- Sexual orientation

4. Our Commitments

4.1 Workforce and Volunteering

We commit to:

- Encouraging **diverse and representative recruitment** to reflect the communities we serve.
- Providing an **inclusive and supportive working environment**, free from bullying, harassment, victimisation, or unlawful discrimination.

- Offering **training and development** opportunities to ensure staff and volunteers understand their responsibilities under this policy.
- Ensuring that **employment decisions are based on equity and merit**, except where lawful positive action applies.
- Regularly **reviewing policies and practices** to ensure fairness and compliance with legal standards.

4.2 Inclusive Service Delivery

We are dedicated to ensuring that:

- Our **cycling programmes and activities** are accessible, inclusive, and welcoming to all.
- Participants in each area **reflect the local community**, particularly underrepresented groups.
- We **proactively target areas where disabled people have limited access** to inclusive cycling, ensuring equitable opportunities across the country.
- We engage with **local communities, organisations, and funders** to improve accessibility and remove barriers.

4.3 Leadership and Governance

To ensure EDI remains a priority at the highest level of decision-making:

- A **dedicated EDI Lead** will be appointed to the **Board of Trustees**, responsible for overseeing equity, diversity, and inclusion initiatives.
- The **EDI Lead will report into the Nominations Committee**, ensuring that EDI considerations are embedded in leadership decisions.
- The Board and senior leadership will regularly review EDI progress and ensure accountability across the organisation.

4.4 Monitoring and Accountability

We will:

- Collect and analyse **workforce, volunteer, and participant diversity data** to assess representation and identify areas for improvement.
- Review the **effectiveness of our EDI efforts annually** and take action where needed.
- Provide staff and volunteers with access to **support, training, and guidance** to embed EDI in their work.
- Ensure all policies align with our commitment to equity, diversity, and inclusion.

5. Reporting Concerns and Complaints

Wheels for All takes complaints of bullying, harassment, victimisation, and unlawful discrimination seriously. Complaints can be made through our **grievance and disciplinary procedures**, as detailed in the Wheels for All Staff Handbook.

Anyone experiencing or witnessing discrimination, harassment, or exclusion can report concerns confidentially via hello@wheelsforall.org.uk.

6. Governance and Review

This policy is fully supported by senior management and the **Board of Trustees at Wheels for All**. It will be reviewed annually to ensure its continued relevance and effectiveness in promoting **equity, diversity, and inclusion**.