

## Equity, Diversity and Inclusion (EDI) Statement

Wheels for All is committed to delivering our charitable work in a welcoming, inclusive, and accessible way. We recognise and value the diversity of everyone who engages with our charity and are dedicated to fostering an equitable and inclusive culture. We have a **zero-tolerance approach** to discrimination, harassment (including bullying), and victimisation.

### EDI For Our Workforce

We strive for our staff and volunteers to reflect the communities we serve and are actively working to ensure that Wheels for All is an inclusive place to work and volunteer. As a **Disability Confident Committed** employer, we are dedicated to removing barriers, increasing diversity, and creating an environment where everyone feels valued and supported. We believe that a more diverse organisation brings a broader range of perspectives, leads to better decision-making, and strengthens our ability to achieve our mission.

We are committed to ensuring that no one is discriminated against based on their **protected characteristics**, including age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or sexual orientation—or on any other basis.

### EDI for Our Beneficiaries

We are committed to ensuring that our activities are inclusive and representative of the local communities we serve. Our aim is for the participants in our sessions to reflect the diversity of their area, ensuring that everyone—regardless of background or ability—has the opportunity to experience the joy of cycling.

We also recognise that inclusive cycling opportunities are not evenly distributed across the country. That's why we proactively target areas where disabled people and underrepresented groups have less access to cycling. By working with local partners, community groups, and funders, we seek to break down barriers and **ensure equitable access for all**.

### Our Commitment in Practice

To help us improve representation, we collect data from staff, volunteers, and participants on age, disability, ethnicity, gender, gender identity, religion or belief,

sexual orientation, and socio-economic background. We use this data to identify gaps and take proactive steps to address them.

We foster a culture of **dignity and respect**, where individual differences are recognised and valued. We provide staff and volunteers with appropriate support, training, and guidance to embed equity, diversity, and inclusion into our culture and the delivery of our services.

We take complaints of bullying, harassment, victimisation, and unlawful discrimination seriously. If you experience or witness any such behaviour, please report it to **[hello@wheelsforall.org.uk](mailto:hello@wheelsforall.org.uk)**.