The **Wild** Ways

Equality, Diversity & Inclusion (EDI) Policy

Effective Date	01/06/2025
Latest Review Date	08/06/2026
Policy Description	Equality, inclusion, and diversity across our work with children, families, and staff.
Author	TWW Lead / Data Integrity Consultant
Approved	CEO
Organisation	The WildWays Foundation / Raising A Wild Child / The Wild Child PDA Foundation

Overview

The WildWays Foundation, along with our sister organisations: Raising a Wild Child and The Wild Child PDA Foundation, believe in creating spaces where everyone feels seen, valued, and safe to show up as their full self. Our work is grounded in acceptance, respect, and a deep understanding that difference is not something to be tolerated - it is something to be celebrated.

We actively work to dismantle barriers, challenge prejudice, and build relationships rooted in equity and compassion. This policy outlines our ongoing commitment to equality, diversity, and inclusion (EDI) across everything we do.

Our Commitment

Equality - ensuring that people receive the support they need in ways that work for them, recognising that fairness is not always about treating everyone the same.

Diversity - honouring the richness of difference in race, ethnicity, gender, sexuality, neurotype, disability, age, religion, language, culture, family structure and lived experience.

Inclusion - fostering environments where everyone feels respected, heard, and free to contribute without fear of judgement or exclusion.

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How This Shows Up in Our Work

We embed EDI principles by:

- **Actively listening** to lived experiences and adjusting our practices to be more accessible, inclusive, and affirming
- **Challenging discrimination** in all its forms, including ableism, racism, homophobia, transphobia, sexism, ageism, and classism
- **Ensuring accessibility** of our programmes and resources - this includes sensory-friendly environments, flexible communication styles, and trauma-informed approaches
- **Recruiting and working inclusively**, ensuring fair and transparent opportunities for staff, volunteers, and collaborators from underrepresented or marginalised communities
- **Creating safer spaces** where people can express their identities and needs without fear of dismissal, punishment, or pathologisation

Our Responsibilities

Everyone at The WildWays Foundation - staff, volunteers, contractors, and community members—shares the responsibility of upholding this policy. We will:

- Be mindful of language and behaviours that may unintentionally harm or exclude others.
- Remain open to feedback and learning, recognising that inclusion is a journey, not a checklist.
- Take appropriate action if discrimination, harassment or exclusion occurs, in line with our safeguarding and complaints procedures.

Ongoing Reflection and Growth

We are committed to reflective practice. This means reviewing our policies and ways of working regularly, inviting feedback from those we serve and work with, and being willing to evolve. We don't claim to have all the answers—but we are always listening and learning.

For questions, concerns, or to raise an issue relating to equality, diversity or inclusion within The WildWays Foundation or our sister organisations, please contact: **hello@thewildways.org.uk**

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All of our policies can be found on our **website**.