

Mini CHANGE MAKERS

EQUALITY, DIVERSITY, INCLUSION & BELONGING POLICY

VERSION 1.0

Policy information

Organisation	Mini Change Makers UK CIC
Policy owner	Directors
Approved by	Approved by Frednalyn (Gail) Peck (Managing Director) and Cherry (Dee) Duchemin (Creative Director) ; no signatures affixed
Approval date	24 November 2026
Next review date	Within 12 months of adoption, or sooner following significant changes
Version	1.0

1. Our commitment

Mini Change Makers UK CIC (MCM) is committed to creating welcoming, inclusive and respectful opportunities for children, families, volunteers and community partners.

We believe every child should feel that they belong, their voice matters and they can make a positive difference, regardless of background, circumstances or abilities. We will treat people with dignity and respect, value different experiences, challenge discrimination and work to remove barriers to participation.

OUR COMMITMENT TO EVERY CHILD

You are welcome. Your ideas matter. Everyone has something valuable to contribute. Together, we can make a difference.

2. Purpose and scope

This policy sets out how MCM promotes equality, diversity, inclusion and belonging in activities, decisions, communications and relationships. It applies to directors, employees (if appointed), volunteers, activity leads, participating children and families, and delivery partners where relevant to their work with MCM.

Everyone involved in MCM activities is expected to treat others with kindness, fairness and respect.

3. Equality and respect

MCM is committed to complying with the Equality Act 2010 and other applicable legislation. We will not unlawfully discriminate on the basis of the nine protected characteristics:

- Age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

We also recognise barriers linked to financial circumstances, caring responsibilities, language, family circumstances and social background. Although not all are legally protected characteristics, they matter to our wider commitment to inclusion.

Bullying, harassment, victimisation and discriminatory behaviour will not be tolerated. Concerns will be taken seriously and addressed fairly and proportionately.

4. Our aims

- Provide welcoming, accessible opportunities for children aged 12 and under and their families.
- Encourage participation across backgrounds, abilities and experiences.
- Support children to share ideas, make choices and contribute in age-appropriate ways.
- Promote kindness, empathy and understanding across communities and generations.
- Identify and reduce practical, social and financial barriers.
- Build respectful relationships and learn from feedback.

5. Inclusion in practice

Accessible activities

When planning activities, MCM will consider venue accessibility, communication needs, activity formats, timing and reasonable adjustments. Families will be invited to share relevant access or support needs so suitable arrangements can be discussed. We will make reasonable adjustments where required by law, seek practical solutions and explain sensitively when a particular request cannot reasonably or safely be accommodated, exploring alternatives where possible.

Affordability

MCM will aim to keep community activities free or affordable wherever resources allow, considering costs such as travel, equipment and materials.

Culture, language and belonging

We welcome families from different cultures, faiths, backgrounds and family circumstances. We will use respectful language, avoid assumptions and consider cultural or religious needs. Where practical, we will offer accessible information and support understanding of activities.

Children with additional needs

We want every child to feel welcome, valued and able to take part in their own way. We will work closely with disabled and neurodivergent children and their parents or carers to understand their individual needs, including sensory and communication preferences, and make reasonable adjustments to help them feel comfortable, confident and included.

We believe every child has something valuable to contribute, and we will do our best to remove barriers so everyone has the opportunity to join in.

Children's voices

Through our four mission pillars, children will be encouraged to suggest ideas, express preferences, help shape activities and reflect on experiences. They may contribute through conversation, drawing, voting or other age-appropriate methods, without pressure to speak or perform.

6. Responsibilities

Directors

Approve and review this policy as required; promote inclusive practice; consider accessibility in planning; respond appropriately to concerns; and oversee implementation.

Activity leads and volunteers

- Treat everyone fairly and respectfully and follow relevant MCM guidance.
- Support participation without unnecessary exclusion and respect different needs and experiences.
- Raise concerns promptly with an activity lead or director.

Parents and carers

Parents and carers supervise their children during family-based activities unless a different arrangement is expressly agreed. They are encouraged to share relevant support needs and help maintain a welcoming environment.

Community partners

When working with schools, care homes or community groups, MCM will discuss relevant accessibility, safeguarding and inclusion arrangements and agree responsibilities for each activity.

7. Addressing discrimination and exclusion

Anyone who experiences or witnesses discrimination, bullying, harassment, victimisation or exclusion should raise the concern with an activity lead or director. If it involves an activity lead, contact a director; if it involves one director, contact the other where appropriate.

- Listen respectfully and consider immediate safety needs.
- Record relevant facts confidentially and accurately.
- Refer the concern to an appropriate director for review.
- Take proportionate action, such as discussion, adjustments, guidance or restrictions where justified.
- Share outcomes where appropriate while respecting confidentiality.

Concerns raised in good faith must not lead to retaliation. Safeguarding concerns must follow MCM safeguarding procedures, with child or adult-at-risk safety taking priority. Where both directors are implicated or impartial handling is not possible, independent advice or an appropriate external route will be considered.

8. Putting the policy into practice

- Share the policy with relevant volunteers and activity leads and explain expectations at induction.
- Consider inclusion and accessibility when choosing venues, designing activities and producing publicity.
- Invite families to share support needs ahead of activities.
- Listen to children and families and review learning or training needs as MCM develops.

9. Monitoring and improvement

MCM will use proportionate feedback and review methods, including short participant feedback, barriers to participation, necessary records of adjustments, concerns and complaints, and learning with partners. Only necessary personal information will be collected, with appropriate access restrictions and data protection practices. We will not routinely collect sensitive equality information about children solely to demonstrate diversity.

10. Policy review and accountability

MCM directors are accountable for implementation. This policy will be reviewed at least annually, or sooner following significant operational or legal changes or a serious concern. Changes will be approved by directors and shared with relevant volunteers and partners.