



Equality, Diversity and Inclusion (EDI) Policy

Introduction

Dementia Training Academy (“the Charity”) is committed to promoting equality, celebrating diversity, and ensuring inclusion across all areas of our work. We aim to create an environment where every staff member, volunteer, learner, and client feels respected, valued, and able to contribute fully.

We recognise that people affected by dementia may face additional barriers, stigma, and discrimination. Our commitment to equality is therefore central to our mission and embedded in all training, support, and organisational practices.

Purpose of This Policy

This policy exists to:

- Provide equality, fairness and respect for all, reflecting the original statement:
- Ensure compliance with the Equality Act 2010
- Prevent unlawful discrimination in all areas of employment, volunteering, training, and service delivery
- Promote a culture of dignity, respect, and inclusion
- Ensure our services are accessible and inclusive for people affected by dementia

Protected Characteristics

The Charity will not unlawfully discriminate based on the Equality Act 2010 protected characteristics:

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

We also recognise intersectionality and the additional barriers faced by people with multiple protected characteristics.

Our Commitments

Dementia Training Academy commits to:

Creating an Inclusive Workplace. We will:

- Encourage equality and diversity as good practice and essential to our mission



Maintain a working environment free from bullying, harassment, victimisation, and unlawful discrimination, reflecting the original wording:
Promote dignity, respect, and the value of individual differences
Ensure all staff and volunteers understand their responsibilities under this

policy

Inclusive Service Delivery. We will:

- Ensure training and support services are accessible to all
- Use inclusive language, imagery, and examples in all training materials
- Recognise and challenge stigma and discrimination relating to dementia
- Make reasonable adjustments for learners, clients, and volunteers with disabilities, including cognitive impairment

Recruitment, Development and Progression. We will:

- Base decisions on merit, skills, and organisational need
- Ensure fair and transparent recruitment processes
- Provide equal access to training, development, and progression
- Encourage all staff and volunteers to reach their full potential

Zero Tolerance of Harassment

We take all complaints of bullying, harassment, victimisation, and discrimination seriously. As stated in the original document:

Sexual harassment may also constitute a criminal offence.

Responsibilities

The Charity

Dementia Training Academy will:

- Provide training on equality, diversity and inclusion
- Review policies and practices to ensure fairness
- Take action where discrimination or inequality is identified
- Ensure reasonable adjustments are made promptly

Staff and Volunteers

All staff and volunteers must:

- Treat colleagues, learners, and clients with dignity and respect
- Avoid discriminatory behaviour, language, or assumptions
- Report concerns or incidents promptly
- Understand that they can be held personally liable for acts of discrimination or harassment

Dementia-Specific Inclusion Commitments

Because we work with people affected by dementia, we commit to:

- Challenging stigma, stereotypes, and discriminatory attitudes
- Ensuring training content reflects diverse experiences of dementia



Recognising the impact of culture, identity, and background on dementia experiences

Ensuring communication is accessible, patient, and person-centred

Supporting carers and families with equal respect and inclusion

Monitoring and Review. We will:

Monitor the diversity of our workforce and volunteers

Review how this policy operates in practice

Assess the impact of our EDI commitments annually

Update the policy to reflect changes in law or best practice

This reflects the original commitment:

Complaints and Concerns

Anyone who believes they have experienced discrimination, harassment, or unfair treatment may raise a concern through:

The grievance procedure

The volunteer concerns process

The safeguarding policy (where relevant)

All concerns will be taken seriously and handled sensitively.

Senior Leadership Commitment

Senior Management fully supports this policy and is responsible for ensuring it is implemented across the organisation.

Review and Approval

Revision/Reviewed History

Date	Summary of Changes	Other Comments	Completed By
Feb 2026	New V1		A Booth
Sept 2026	V2 - amended logo and footer		A Booth