



Equality, Diversity, and Inclusion (EDI) Policy

POLICY STATEMENT

For Over The Wall Camp – Creating Inclusive Experiences for Children and Families

This policy outlines our commitment to comply with all relevant legal requirements, safeguard the well-being of everyone connected to Over The Wall Camp, and actively promote equality and inclusion. It serves as a guide for preventing discrimination and nurturing a culture of fairness and belonging.

Dated: March 2026
Author: Alex Copeland, CEO
Status:
Next Review Date: March 2027

Introduction

At Over The Wall Camp, we are dedicated to providing transformative, inclusive camp experiences for children and families facing serious health challenges. Our charity believes that every individual, whether staff, volunteer, trustee, or service user, deserves to be treated with dignity and respect. We are committed to fostering an environment where differences are not just recognised, but embraced, and where everyone is encouraged to reach their full potential.

Policy Statement

Over The Wall Camp is committed to promoting equality, diversity, and inclusion (EDI) across all aspects of our work. We strive to ensure that everyone involved with our charity feels safe, welcome, and valued. Our approach is grounded in kindness, fairness, and respect, reflecting the ethos of our camps and the communities we serve.

Purpose

This policy outlines our commitment to comply with all relevant legal requirements, safeguard the well-being of everyone connected to Over The Wall Camp, and actively promote equality and inclusion. It serves as a guide for preventing discrimination and nurturing a culture of fairness and belonging.

Scope

This policy applies to all trustees, executives, managers, staff, and volunteers at Over The Wall Camp. It extends to every activity, from recruitment and training to service delivery and our interactions with external partners, stakeholders, and service users.

Legal Framework

We comply with the Equality Act 2010 and all other relevant legislation. The Act protects individuals from discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise and value further aspects of diversity, including socioeconomic background, neurodiversity, and cultural differences. Our commitment is to address barriers and promote inclusion in ways that go beyond legal requirements, in keeping with the spirit of Over The Wall Camp's mission.

Roles and Responsibilities

- Trustees: Provide strategic leadership, ensure compliance, and review policy effectiveness.
- CEO: Champion EDI, oversee implementation, and report progress to the Board.
- EDI Committee: Link between staff and SMT, carrying out surveys, ensuring EDI policy is upheld by making recommendations for EDI initiatives and raising staff concerns.
- Managers: Embed inclusive practices in teams, address issues promptly, and support staff development.

- Staff: Uphold the policy in daily activities, treat others fairly, and participate in training.
- Volunteers: Follow EDI guidelines and contribute to a welcoming environment at camps and events.

Harassment, Discrimination, and Victimization

We have zero tolerance for harassment, discrimination, or victimisation. All concerns are taken seriously and will be investigated with sensitivity and promptness. We encourage anyone experiencing or witnessing inappropriate behaviour to report it using our designated procedures. Support will be provided to those affected, and confidentiality will be respected wherever possible.

Reasonable Adjustments

Over The Wall Camp is committed to making reasonable adjustments for disabled individuals. This includes adapting workplaces, practices, and camp activities to ensure accessibility and inclusion. Requests for adjustments will be considered promptly and in consultation with the individual, with clear communication of decisions.

Inclusive Practices

- Recruitment: Ensure job advertisements, selection criteria, and interviews are fair and accessible to all.
- Development: Provide equal opportunities for training, promotion, and personal growth.
- Service Accessibility: Design and deliver our camps and services to meet diverse needs and remove barriers.
- Feedback: Encourage regular input from staff, volunteers, and service users to improve our practices.
- Representation: Strive for diverse representation in leadership, decision-making, and project teams.

Monitoring and Review

We collect and analyse EDI-related data to monitor progress and identify areas for improvement. The policy will be reviewed annually or when needed, with findings reported to trustees and made available to all stakeholders.

Breaches of Policy

Any breaches of this policy will be addressed through our disciplinary and grievance procedures. Consequences may include formal warnings, additional training, or termination of employment or volunteer status. All cases will be handled fairly and consistently, with due regard for individual circumstances.

Policy Approval

This policy was approved by the Alex Copeland, CEO, in March 2026. The next review is scheduled for March 2027.

Additional Commitments

- Engage regularly with stakeholders, including staff, volunteers, service users, and partners, to inform and improve EDI practices.
- Foster a culture of continuous learning and improvement, adapting our policy and practices in response to feedback and changing needs.

Contact and Feedback

If you have questions, concerns, or suggestions regarding this policy or any EDI matters, please contact:

EDI Committee Chair: Rebecca Pettitt

Email: becky.pettitt@otw.org.uk