

AUTANGEL DIVERSITY, EQUITY AND INCLUSION POLICY

Title	AutAngel Diversity, Equity and Inclusion Policy
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Policy Statement

AutAngel CIC is committed to encouraging diversity, equity and inclusion in all aspects of our practice. We aim to create a culture that respects and values difference, promotes dignity, and encourages individuals to develop their true potential. We are a peer-led autistic organisation. We are committed to achieving and maintaining a diverse autistic organisation that broadly reflects the local community in which we operate. We know mistakes will be made and we want to acknowledge and learn from them when they do, as well as celebrating our successes.

Purpose

The purpose of this policy is to provide a framework to embed equity and fairness for all in our organisation.

Principles

AutAngel CIC's commitment to Diversity, Equity and Inclusion is:

- To create an environment in which individual differences and the contributions of all stakeholders are recognised and valued.
- To regularly review services to ensure they are accessible and appropriate to the local community.
- To treat breaches of the equality policy seriously and to take action when required.
- To develop an Equality Action plan, to ensure our DEI policy is fully implemented.
- To monitor and review the policy regularly.

Procedures

Positive action

Any form of discrimination by anyone connected with AutAngel will be taken seriously and where appropriate will be dealt with using the Disciplinary Procedure.

AutAngel CIC aspires to recruit a board which reflects the diversity of the population it serves.

Service Provision

AutAngel CIC will work with others to ensure that the diversity of the local population is reflected in our practice.