

## Make-A-Wish UK Equality Diversity & Inclusion Charter

Make-A-Wish UK is committed to developing a diverse, equal and truly inclusive workplace and community for all. We do so by valuing, celebrating and embracing our differences, by ensuring that we embed equality, diversity & inclusion in everything that we do.

'Be inclusive' is one of our core values. Our aim is to provide equal access to a wish for every critically ill child, no matter who they are.

In order to achieve this, we need to fully represent the communities we seek to serve. This is much more than merely being a welcoming organisation. It is about a proactive approach to strengthening the diversity of the organisation and the wider community of volunteers and partners who we work alongside.

To help us achieve this we have established an Equality, Diversity and Inclusion charter, designed to provide a framework within which we expect everyone associated with Make-A-Wish UK to act in accordance with.

Within this context we pledge to:

1. Embed the principles of Equality, Diversity and Inclusion across all that we do and proactively address any behaviour that falls outside of these principles.
2. Ensure that the unique diversity of every child drives all that we do, in particular, but not exclusive to, the nature of their wish journey.
3. Embed the principles of Equality, Diversity & Inclusion within our recruitment processes to enable us to proactively reach people who are representative of the children whose wishes we seek to grant.
4. Ensure that all employees, volunteers, supporters, and partners are equipped to play their part in fully supporting the principles of our charter.
5. Continuously seek to learn about and celebrate the diversity of individuals and underrepresented groups, whilst reflecting on our own attitudes and values.
6. Create and regularly review robust policies and procedures to ensure that the Make-A-Wish organisation and monitor implementation to ensure that the wider community is actively upholding our standards of behaviour.
7. Provide a trusted training and support environment for all members of the Make-A-Wish community to feel safe to express their views without fear of repercussion.

We are already working towards meeting this pledge and will measure and share the progress towards the achievement of every element of the charter.