



**THE CARE
EXPERIENCED
MOVEMENT**

**The Care Experienced Movement
Equality, Diversity and Inclusion Policy 2024**

CXM Equality, Diversity and Inclusion Policy 2024

Last updated March 2024

To be reviewed March 2025

This policy sets out how The Care Experienced Movement is committed to supporting and promoting Equality, Diversity and Inclusion (ED&I)

- Prevent discrimination, eliminate prejudice, promote inclusion and celebrate diversity within the organisation.

Be fair in our dealings with all people – steering group members, colleagues, volunteers, stakeholders, and care experienced people– with whom we have relationships, taking into account the diverse nature of their culture and backgrounds.

Our policy covers all aspects of equality including race, religion or belief, sex, age, gender reassignment, disability, sexual orientation, marriage and civil partnership and pregnancy and maternity, as specified as protected characteristics by the Equality Act 2010

The care experienced movement seeks to consider the intersection of protected characteristics and being care experienced, and how this intersection affects the needs of those who have been in or are currently in the care system.

Policies:

- Carry out equality impact assessments on all policies and significant change programmes, making changes where necessary to ensure they deliver our ED&I objectives.
- Consider positive action where we identify significant underrepresentation of groups with protected characteristics within our Steering Group members.
- CXM aims to work with organisations, groups and charities that centre a protected characteristic when appropriate in order to develop initiatives that promote the intersection of care experience and a or multiple protected characteristics.
- Help colleagues including the Steering Group to understand how to address prejudice and unconscious bias.
- Involve a diverse range of care experienced individuals shaping our policies and activities by putting in place actions which encourage those from under-represented groups to participate in ways which reflect and meet their preferences.
- Ensure we make reasonable adjustments to our communication based on their protected characteristics.

