



*Supporting seriously  
ill children & their families*

## **Equality, Diversity and Inclusion**

### **Vision:**

Dreams & Wishes is committed to being there for every seriously ill child, young person and their families. We are committed to equality, diversity and inclusion (EDI) through our Executive Board, volunteers, supporters, partners, sponsors and the children and families we support.

### **Ambition:**

It is our ambition to embed EDI across every area of Dreams & Wishes to create meaningful change and truly serve the diverse community of seriously ill children and their families across the UK.

We will continue to increase opportunities and reduce barriers for seriously ill children and their families to access the UK to access Dreams & Wishes support.

### **Strategy:**

Dreams & Wishes is committed to encouraging EDI and belonging among our Executive Board, volunteers, supporters and partnerships, and to eliminating unlawful discrimination.

Dreams & Wishes will embed EDI into all of its activities across the Charity by;

- **Championing;** Dreams & Wishes will actively seek diversity across its Executive Board, the volunteers we engage with, the partnerships we engage in and the families we support. We will identify and remove barriers in the recruitment process, recruiting more purposefully to attract more diverse volunteers and partnerships.
- **Education:** Dreams & Wishes will develop and support all those involved with the Charity to be aware of EDI and embed it throughout its activities. Dreams & Wishes will help provide its Executive Board, volunteers and partnerships with opportunities to learn and develop through EDI.
- **Reducing Barriers:** Dreams & Wishes will seek to identify, learn and understand potential barriers to families and volunteers engaging with the Charity and seek to reduce these barriers through development and innovative ways (E.g. communication streams, language, transport, activities). We will work with local communities to reach more diverse families and make opportunities more accessible.
- **Learning:** at regular intervals, Dreams & Wishes will reflect, audit and evaluate its EDI policy and impact, always seeking ways to improve and expand its effectiveness.
- **Forefront:** Dreams & Wishes will add EDI topics to Board meeting agendas, team meetings and activities. We will value and embed diversity at all levels of the Charity.

### **What is the Equality Act 2010?**

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

The nine main pieces of legislation that have merged are:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976

- the Disability Discrimination Act 1995
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006
- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007

## **Protected Characteristics under the Equality Act (2010)**

### **Age:**

Age is one of nine features known as protected characteristics in the Equality Act 2010.

Generally, a person is protected against discrimination because of age. This includes protection against unfair treatment because a job applicant or employee is: a different age or in a different age group to another job applicant or employee; or thought to be a particular age; or associated with someone belonging to a particular age group.

Dreams & Wishes will actively seek to engage with a diverse range of volunteers, supporters, families across a range of age groups.

Further Information: [Acas guide on age discrimination | Acas](#)

### **Disability:**

The Equality Act 2010 sets out when someone is considered to be disabled.

The law says someone is disabled if both of these apply:

- they have a 'physical or mental impairment'
- the impairment 'has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities'

A small number of conditions and impairments are automatically classed as a disability.

Nobody has to tell their employer – or potential employer – that they're disabled.

Dreams & Wishes will actively seek to engage with a diverse range of volunteers, supporters & families. Neither a physical nor mental impairment will be a barrier to engaging with Dreams & Wishes as an Executive Board member, volunteer, supporter or family.

Dreams & Wishes' primary goal is to grant the dreams & wishes of seriously ill children and their families, many of whom will have either physical or mental impairments, or both. Dreams & Wishes will seek to provide opportunities for all across all of its activities.

Further Information: [The law on disability discrimination - Disability discrimination - Acas](#)

### **Gender Reassignment:**

In the Equality Act, gender reassignment means proposing to undergo, undergoing or having undergone a process to reassign your sex.

To be protected from gender reassignment discrimination, you do not need to have undergone any medical treatment or surgery to change from your birth sex to your preferred gender.

You can be at any stage in the transition process, from proposing to reassign your sex, undergoing a process of reassignment, or having completed it. It does not matter whether or not you have applied for or obtained a Gender Recognition Certificate, which is the document that confirms the change of a person's legal sex.

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Further Information: [Gender reassignment discrimination | EHRC \(equalityhumanrights.com\)](#)

### **Marriage & Civil Partnership:**

In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership.

People do not have this characteristic if they are:

- single
- living with someone as a couple neither married nor civil partners

- engaged to be married but not married
- divorced or a person whose civil partnership has been dissolved

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Further Information: [Marriage and civil partnership discrimination | EHRC \(equalityhumanrights.com\)](https://equalityhumanrights.com)

### **Pregnancy & Maternity:**

By law (Equality Act 2010), you must not discriminate against someone you employ, or are considering employing, because of:

- their pregnancy
- an illness related to their pregnancy, including related time off
- maternity pay or leave they take, or plan to take

The law covers the person during the 'protected period'. This is the period of time from the point they become pregnant until either:

- their maternity leave ends
- they return to work
- they leave their job

Treating someone unfavourably outside the protected period might still be discrimination, if it's connected to their pregnancy or maternity.

Dreams & Wishes is a 100% volunteer run Charity with no paid wages. Volunteers will not be discriminated against due to pregnancy or maternity, with all Executive Board members, volunteers and supporters dedicating as much or as little time as possible to Dreams & Wishes.

Further Information: [Discrimination - Managing pregnancy and maternity - Acas](#)

### **Race:**

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. Someone's race is made up of a combination of these things. For example:

- white, British, of Polish national origin
- black, British, of African ethnic origin and Nigerian national origin

An ethnic group is a group of people with a shared history and culture. The group may also share language, religion or geographical origin. People can belong to more than one ethnic group. National origin usually means where someone was born or where their parents are from. It can be different from nationality. For example someone could have Chinese national origin and British nationality.

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Further Information: [The law on race discrimination - Race discrimination - Acas](#)

### **Religion & Belief:**

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

What is a religion is not defined by the Equality Act. However, in line with the European Convention on Human Rights and Britain's Equality and Human Rights Commission's employment statutory code of practice, it is accepted that:

- a religion must have a clear structure and belief system
- a clearly-structured denomination or sect within a religion can be covered
- employees without a religious faith, as well as those with a faith, can be protected against discrimination. For example, someone who is not a Hindu would be protected against discrimination because they are not a Hindu
- what makes up religious belief or practice may vary among people in that religion

- no one religion or branch of a religion overrides another – so an employee is protected against discrimination by someone of another religion, or of the same religion or of a different branch or practice of their religion. For example, it would be discriminatory for an employee to treat a colleague of the same religion unfairly because they regard them as less orthodox in their belief.

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Further Information: [religion-belief-discrimination-guide.pdf \(acas.org.uk\)](#)

### **Sex:**

Sex discrimination is when you are treated differently because of your sex, in certain [situations covered by the Equality Act 2010](#).

You must not be discriminated against because:

- you are (or are not) a particular sex
- someone thinks you are the opposite sex (this is known as discrimination by perception)
- you are connected to someone of a particular sex (this is known as discrimination by association)

In the Equality Act 2010, sex is understood as binary being either male or female. It can mean a group of people like men or boys, or women or girls.

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Further Information: [Sex discrimination | EHRC \(equalityhumanrights.com\)](#)

### **Sexual Orientation:**

The Equality Act 2010 says you must not be discriminated against because:

- you are heterosexual, gay, lesbian or bisexual
- someone thinks you have a particular sexual orientation (this is known as discrimination by perception)
- you are connected to someone who has a particular sexual orientation (this is known as discrimination by association)

In the Equality Act, sexual orientation includes how you choose to express your sexual orientation, such as through your appearance or the places you visit.

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Further Information: [Sexual orientation discrimination | EHRC \(equalityhumanrights.com\)](#)

### **Equality Impact Assessment**

To help embed EDI into its activity and improve access and reduce barriers, Dreams & Wishes will undertake an Equality Impact Assessment for the activities it undertakes (form below);

## Equality Impact Assessment [Activity...]

A desktop assessment of [activity] was conducted by Dreams & Wishes Board members and is attached below.

Summary (of activity)

- 

Actions

- 

**Activity:**

**Date:**

**Assessment Participants:**

<b>Age</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>
<b>Disability</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>
<b>Gender Reassignment</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>
<b>Marriage &amp; Civil Partnership</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>
<b>Pregnancy &amp; Maternity</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>
<b>Race &amp; Ethnicity</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>

<b>Religion or Belief</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>
<b>Sexual Orientation</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>
<b>Sex &amp; Gender</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>
<b>Socio-Economic</b>	<b>Positive Impact</b>	<b>Negative Impact</b>
	<b>Justifications</b>	<b>Mitigations</b>