



Little Hearts Matter

Little Hearts Matter's Diversity, Equity and Inclusion Policy

“Every individual should be afforded the opportunity to reach their full potential”

Single ventricle heart disease does not discriminate. It affects babies, children, young people and adults, and their families, from every background, social economic group, ethnicity, gender, religion and sexual orientation. The condition creates a disability.

Little Hearts Matter works to alleviate the distress, lack of understanding and isolation that having just half a working heart creates.

Little Hearts Matter's aim is always to show:

Empathy Genuineness and Unconditional Positive Regard for everyone seeking help from the charity, and for all the staff and volunteers working for the organisation. To ensure equal access to all the support, information, advocacy and care that the charity offers. Little Hearts Matter works to raise a greater awareness of the needs of people living with a single ventricle heart.

Little Hearts Matter DEI Principles:

Little Hearts Matter is committed to Diversity, Equity and Inclusion running through every part of the organisation.

Diversity - empowering people by respecting and appreciating what makes them different.

The charity works to ensure that any member or child or youth young member, member of staff or volunteer can easily see, understand and feel confident that the organisation will welcome, support and advocate for anyone of any:

- Age
- Race
- Gender
- Sexual orientation
- Veteran status
- Disability
- Ethnicity

- Education
- Nationality
- Religion

Equity - Equity means each individual, or group of people, is given the same resources or opportunities. Equity recognises that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Little Hearts Matter works to offer all the support, information, advocacy and care that sits at the heart of the charity to everyone who seeks the charity's help. This specifically applies to every child, young person and adult living with a heart condition who is working to reach their full potential and requires a greater understanding of their needs.

The organisation strives to raise a greater awareness of the needs of the whole community in arenas for change but works with individuals to empower and support them to achieve their full potential by **demanding** that their needs are recognised and respected, and that resources are made available to ensure that everyone living with half a heart reaches their individual full potential.

Inclusion-Inclusion means making sure that everyone feels welcome and valued. It's an ongoing process, not an event.

Little Hearts Matter represents people with a variety of disabilities. One of the fundamental aims of the organisation is to ensure that they are not discriminated against and that, with all the resources needed to keep them safe, they are included in every area of life that they wish to access.

DEI for staff and volunteers

Inclusion brings depth, understanding, creativeness and wholeness to any organisation.

Hand in hand with the DEI goals for the charity's membership are the goals for the team that support them.

Little Hearts Matter seeks a workforce of paid and volunteer staff representative and accepting of the whole of the UK's community, all their differences and similarities working to address disparities in workplace culture caused by social barriers and biased thinking.

The Equality Act of 2010 makes it illegal to discriminate against anyone with a protected characteristic.

- Age
- Sex
- Race

- Disability
- Religion
- Pregnant or on Maternity Leave
- Sexual orientation
- Gender reassignment
- Married or in a civil partnership

The organisation will work to eradicate:

Direct Discrimination- when an individual with a protected characteristic is treated differently to others.

Indirect discrimination – happens when there is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic, and you are disadvantaged as part of this group.

Harassment – If someone harassed you because of the protected characteristic of a person you know, it's also discrimination.

Victimisation - If you're treated badly because you complain about discrimination or you help someone who has been discriminated against.

Positive discrimination - This is a form of discrimination that favours someone by treating them differently in a positive way. An example might be an organisation appointing someone from an underrepresented group into a role without considering whether they have right skills for the post.

DEI staff and volunteer training.

Little Hearts Matter will commit to ensuring that staff and volunteers receive training, as part of their induction, on the charity's philosophy of inclusion, and yearly refresher courses as part of the yearly staff education programme.

Diversity, equity and inclusion training helps employees at all levels and in all departments to better work with colleagues of differing identities and backgrounds. It aims to build awareness and skills which support marginalised employees and helps to cultivate a safe, compassionate and equitable culture where everyone feels valued.

This is essential, not just for better staff working, but also the ability of the team to work effectively with members from every background and for members to have confidence that the charity can empathise with, relate to and represent their needs.

Little Hearts Matter Recruitment

The advertising, shortlisting, interviewing and appointment of new members of staff will follow all of the charity's principles of equal opportunity within the requirements for each role.

The first shortlisting process will be conducted blind of the personal details. Candidates will be taken forward for interview on the quality of their experience,

qualifications and the understanding they have formed of the charity, set out in their covering letter.

The interviewing process will be open and welcoming with a mixed team of staff and members making up the interview panels. This will provide diversity of experience, back ground and skill set.

Appointments will be made with a view to strengthen the experience, skill and life experience needed by the charity to offer a totally inclusive service to the membership.

The Outward Face of the Charity.

It is essential that anyone seeking the support of the charity feels welcomed by the LHM family and staff.

The charity will work to be representative within all literature and advertising so that anyone seeking the support of the charity can easily see they are welcome and can feel safe and cared for. This will be undertaken with sensitivity to try to avoid tokenism and with the aim of genuine representation.