



Equality, Diversity and Inclusion Policy

Our commitment to treat everyone fairly and to make our work accessible, including for autistic and neurodivergent people.

Document	2.4 Equality, Diversity and Inclusion Policy
Organisation	Brick's Foundation for Autism Inclusion - In Loving Memory of Lucca Lacerda Tavares
Legal structure	Charitable Incorporated Organisation (CIO), Foundation model, principal office in England
Charity number	Registration with the Charity Commission for England and Wales in progress
Version	1.0
Status	Approved
Approved by	Board of Trustees
Approval date	21 October 2026
Document owner	Board of Trustees
Next review	21 October 2027, or earlier after a serious incident or a significant change in activities
Published	Yes, on bricksfoundation.co.uk

1. Our commitment

Brick's Foundation exists to promote inclusion, accessibility and equal opportunities for autistic people. We hold ourselves to the same standard. We welcome everyone and treat everyone fairly, whatever their age, disability (including autism and other neurodivergence), race, nationality, religion or belief, sex, gender reassignment, sexual orientation, marriage or civil partnership, pregnancy or maternity, or background.

2. What this policy covers

Trustees, volunteers, award assessors, partners, families and anyone who uses our website, Lucca's Wall, the app or our events.

3. What we do

- **Neurodiversity-affirming language and content.** We describe autism respectfully, avoid stereotypes, and listen to autistic people about how they want to be described.
- **Accessible website.** Clear language, readable fonts, calm mode, keyboard access, text alternatives for images, and translation into Portuguese, Spanish and French. Our Accessibility Statement explains more.
- **Accessible events.** Quiet spaces, predictable plans, information in advance, sensory-friendly choices and step-free venues where possible.
- **Fair recruitment.** Volunteer and trustee roles are open to everyone. We make reasonable adjustments, and we especially welcome autistic people and family members.

- **Fair recognition.** The Brick's Foundation Award and the Inclusion Award are assessed on published criteria, without favouritism or connection to any trustee.
- **Worldwide reach.** We work across countries, cultures and languages, and we respect different family structures, faiths and traditions.

4. Unacceptable behaviour

Discrimination, harassment, bullying, victimisation or hate of any kind, online or in person, is not acceptable. Posts on Lucca's Wall or comments on our channels that are discriminatory are removed. Representatives who behave this way may be removed from their role.

5. Responsibilities and review

The Board of Trustees owns this policy. Everyone acting for the charity is responsible for following it. Concerns can be raised with any trustee or through the Complaints Policy (2.5). The trustees review how inclusive our work is once a year, including the diversity of the Board and our volunteers.

Version history

Version	Date	Approved by	Summary
1.0	21 October 2026	Board of Trustees	First version, written for Brick's Foundation and adopted by the trustees.