



## Equality, Diversity and Inclusion (EDI) Statement Learn Without Limits CIC

Version: v0.1

Last reviewed: January 2026

Next review due: January 2027

### Our Approach to Equality, Diversity and Inclusion

Learn Without Limits CIC is a disability-led, community-rooted organisation.

Inclusion is not an aspiration for us. It is our operating reality.

Our organisation was founded in response to systemic barriers faced by disabled children, young people, adults, and their families, particularly those navigating education, health, and social care systems in Wales.

### Governance, Leadership and Lived Experience

Our governance and leadership team includes individuals with protected characteristics under the Equality Act 2010, including in relation to:

- disability
- race
- gender
- sexuality
- age

This includes intergenerational leadership and lived experience across different life stages.

Lived experience is embedded across leadership, decision-making, and service design. This is not symbolic representation. It directly informs how Learn Without Limits CIC operates and how our priorities are set.

We do not require individuals to disclose protected characteristics in order to participate, and we respect privacy in relation to personal identity, belief, and family circumstances.

## What This Means in Practice

We are committed to:

- centring lived experience in leadership, decision-making, and service design
- valuing disabled, neurodivergent, and marginalised voices without hierarchy or gatekeeping
- removing practical barriers to participation wherever possible
- recognising intersectionality, including race, disability, gender, class, and caring responsibilities
- designing preventative tools that reduce crisis-driven exclusion

Our volunteers, community administrators, and collaborators reflect the communities we serve.

## Our Focus

We prioritise substantive inclusion over performative statements.

This means:

- focusing on access, safety, and dignity
- addressing structural barriers rather than individual blame
- avoiding tokenism or symbolic gestures
- creating environments where difference is normalised, not managed

## Behaviour and Expectations

All those involved in Learn Without Limits CIC are expected to:

- treat others with dignity and respect
- recognise power imbalances
- avoid discriminatory, dismissive, or harmful behaviour
- act in accordance with our Code of Conduct and Safeguarding Policy

Discrimination, harassment, or exclusionary behaviour is not tolerated.

## Continuous Reflection

We recognise that inclusive practice is ongoing.

This statement will be reviewed as our organisation grows and as the communities we serve evolve.