**Equality, Diversity & Inclusion Policy**

S.M.I.L.E London & Essex is committed to creating an inclusive environment where everyone is treated with dignity and respect. We oppose all forms of discrimination and ensure:

* Equal access to services regardless of race, gender, disability, religion, age, or background.
* Fair recruitment, training, and volunteer practices.
* Promotion of inclusive events and outreach. We regularly review this policy to ensure our commitment to equity is upheld.