



FYNIX
PROJECT

EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY

Rise Through Lived Experience – Practical Tools, Real Healing

Applies to:

This document applies to all Fynix Project activity, including workshops, training, events, youth provision, digital content, free resources, collaborations, and sub-projects such as Fynix Verse and Fynix Pod

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How to Use This Document

This Equality, Diversity & Inclusion (EDI) Policy sets out how Fynix Project is committed to fairness, respect, accessibility and inclusion across all areas of our work.

The sections in this document explain:

- What equality, diversity and inclusion mean within Fynix Project.
- How our values and trauma-informed approach shape inclusive practice.
- Our legal responsibilities under UK equality and human rights legislation.
- How we create inclusive, accessible spaces for participants, staff and partners.
- What behaviour is expected from everyone involved in our work.
- How concerns about discrimination, exclusion or unfair treatment can be raised.

This document applies to all Fynix Project activity, including workshops, training, events, youth provision, digital content, free resources, collaborations, and sub-projects such as Fynix Verse and Fynix Pod.

You do not need to read this policy all at once.

The contents page can be used to locate the sections most relevant to you, whether you are a participant, partner organisation, staff member, facilitator, volunteer, or member of the public.

This policy should be read alongside Fynix Project's Safeguarding, Privacy & Confidentiality Policy, as equality, inclusion and safety are deeply connected within trauma-informed practice.

About This Booklet

This booklet explains how Fynix Project is committed to equality, diversity and inclusion across all areas of our work.

It is written for:

- Participants and service users.
- Partner organisations, schools, colleges and charities.
- Commissioners and funders.
- Staff, facilitators, volunteers and collaborators.
- Members of the public engaging with our content.

Fynix Project delivers lived-experience-led, trauma-informed mental health workshops and creative resources. We work with people whose lives are shaped by trauma, inequality, discrimination, poverty, disability, marginalisation and systemic barriers.

Equality, diversity and inclusion are not optional add-ons to our work — they are central to how we operate safely, ethically and effectively.

PART 1: OUR COMMITMENT TO EQUALITY, DIVERSITY & INCLUSION

1. Who We Are

Fynix Project is a for-profit mental health organisation delivering trauma-informed, lived-experience-led workshops, creative resources, and public education across the North West and online across the UK.

Our work supports:

- Frontline and health & social care staff.
- Charities and community organisations.
- Schools, colleges and youth services.
- Individuals navigating trauma, burnout, grief, poverty, addiction, disability, isolation and systemic inequality.

Our sub-projects include:

- Fynix Verse – music and sound-based mental health expression.
- Fynix Pod – podcasts, interviews and public storytelling.

All activity operates under one shared equality, safeguarding and ethical framework.

2. Our Values in Practice

Our EDI approach is rooted in our core values:

Lived Experience First

We centre the voices of those who have lived through hardship, trauma and exclusion. We recognise that lived experience often sits at the intersection of inequality, discrimination and marginalisation.

Compassion & Empathy

We meet people where they are. We do not judge, minimise or dismiss lived realities shaped by race, disability, gender, sexuality, class, faith or culture.

Trauma-Informed Practice

We recognise that inequality and discrimination are often traumatic. We prioritise safety, choice, empowerment and trust in all interactions.

Accessibility & Inclusion

Support should be usable in real life. We actively remove barriers to participation wherever possible.

Creativity & Empowerment

We value multiple ways of expressing identity, emotion and experience beyond words alone.

Collaboration & Community

Inclusion is collective. We listen, learn and adapt in partnership with the communities we serve.

Hope & Resilience

We believe people can rise stronger when systems make space for dignity, fairness and belonging.

PART 2: LEGAL & POLICY FRAMEWORK

3. Legal Framework (UK)

Fynix Project operates in line with relevant UK equality and human rights legislation, including:

- Equality Act 2010.
- Human Rights Act 1998.
- Children Act 1989 & 2004.
- Care Act 2014.
- Health and Social Care Act 2012.
- Mental Health Act 1983 (as amended).
- Data Protection Act 2018 & UK GDPR.
- Public Sector Equality Duty (PSED) (where applicable in partnerships).
- Online Safety Act 2023.

We also align with:

- Trauma-informed principles.
- Anti-oppressive and inclusive practice.
- The 6Cs: Care, Compassion, Competence, Communication, Courage, Commitment.

4. Protected Characteristics

Under the Equality Act 2010, we recognise and protect individuals from discrimination related to:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race (including ethnicity, nationality and culture).
- Religion or belief.
- Sex.
- Sexual orientation.

We also recognise intersectionality - that people may experience multiple, overlapping forms of discrimination.

PART 3: TRAUMA-INFORMED EDI PRACTICE

5. Our Trauma-Informed Approach to Inclusion

We understand that:

- Inequality can be traumatic.
- Discrimination compounds mental health distress.
- Systems often fail those with the least power.

Our trauma-informed EDI practice means:

- Prioritising emotional and psychological safety.
- Offering choice and consent in participation.
- Avoiding shame, blame or judgement.
- Using accessible, plain language.
- Recognising power dynamics.
- Allowing people to engage at their own pace.

6. Creating Inclusive Spaces

Across workshops, youth sessions, digital content and events we commit to:

- Respectful language and behaviour.
- Clear boundaries and expectations.
- Zero tolerance of harassment, hate or discrimination.
- Active facilitation to ensure voices are not silenced.
- Flexible delivery to meet diverse needs.
- Inclusive examples and lived-experience narratives.

PART 4: ACCESSIBILITY & PARTICIPATION

7. Accessibility Commitments

We aim to remove barriers relating to:

- Disability (physical, sensory, cognitive, mental health)
- Neurodiversity.
- Language and literacy.
- Digital access.
- Financial barriers.
- Cultural stigma.

Where possible, we:

- Offer flexible formats (in-person / online).
- Use clear, non-clinical language.
- Adapt activities without singling people out.
- Encourage breaks and regulation tools.
- Provide materials in accessible formats on request.

8. Youth Inclusion

For work with young people (ages 12–17), we:

- Use age-appropriate language.
- Respect identity exploration.
- Challenge stigma and stereotypes.
- Promote emotional literacy and belonging.
- Work within safeguarding and consent frameworks.

PART 5: STAFF, FACILITATORS & COLLABORATORS

9. Fair Treatment & Opportunity

Fynix Project is committed to:

- Fair recruitment and engagement.
- Inclusive onboarding and induction.
- Respectful working relationships.
- Challenging discrimination when it arises.

We value lived experience alongside skills and qualifications.

10. Behaviour Expectations

All staff, facilitators, volunteers and collaborators must:

- Treat others with dignity and respect.
- Avoid discriminatory language or behaviour.
- Reflect on their own bias.
- Engage in learning and accountability.

Breaches of this policy may result in removal from work or partnerships.

PART 6: DIGITAL & PUBLIC CONTENT

11. Inclusive Digital Practice

Across Fynix Project platforms (including Fynix Verse and Fynix Pod) we:

- Avoid harmful stereotypes
- Use trigger warnings for sensitive content
- Moderate hate speech and abuse
- Promote respectful discussion
- Protect contributors from exploitation

We recognise the additional risks faced by marginalised groups online and act accordingly.

PART 7: RAISING CONCERNS & ACCOUNTABILITY

12. Reporting Discrimination or Exclusion

Concerns about discrimination, exclusion or unfair treatment can be raised confidentially via:

Email: info@fynix.org.uk

All concerns will be:

- Taken seriously.
- Responded to promptly.
- Handled fairly and confidentially.

13. Monitoring & Learning

We commit to:

- Reflective practice.
- Listening to feedback.
- Learning from mistakes.
- Improving accessibility and inclusion over time.

EDI is a living process, not a fixed destination.

14. Review & Continuous Improvement

This policy will be:

- Reviewed annually.
- Updated in response to legal changes, learning or feedback.
- Shared with staff, partners and collaborators.
- Used to inform decision-making and delivery.

Final Statement

Fynix Project believes that healing cannot exist without fairness, dignity and inclusion.

We are committed to creating spaces where people feel:

- Seen.
- Respected.
- Safe.
- Valued.

Equality, diversity and inclusion are not just principles we stand for - they are practices we actively live by in our work, our partnerships and our communities.