EQUALITY, DIVERSITY & INCLUSION [EDI] POLICY, February 2025

Operation Smile Ireland's Equality, Diversity and Inclusion (EDI) Guiding Statement

Our Equality, Diversity and Inclusion guiding statement is based on our vision of a thriving charity at the heart of a fair, just and inclusive Ireland, and on our values – **Courageous, Inclusive, Accountable and Collaborative.**

We ensure that our events, and external & internal processes conform with our values and the guiding statement and associated principles in our EDI policy.

We take action to ensure equal participation by all people and communities in our work.

Principles

• We specifically commit to non-discrimination related to the nine grounds under the Equal Status Acts 2000 – 2018: gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community. In addition, to this we include people who are in receipt of rent supplement, housing assistance, or social welfare payments

• We commit to striving for a work environment where everyone is valued and given the supports they require in their work to ensure equity, and all differences will be attended to respectfully

• We commit to representing and supporting our members in such ways that demonstrate our commitment to EDI

• We will use every opportunity to have a team of committed staff and board members to foster and encourage equality, diversity and inclusion

• We consider EDI across three domains of our organisation's work: board, staff and the services we deliver.

Policy Implementation

• This is intended to be an 'Action Learning' policy where all aspects of it embody the learning-by-doing principle. Operation Smile Ireland already demonstrates good practice in EDI in many places and spaces in its work. Through having a formal EDI Policy in place, practical ways to enhance current practice will continue to be considered and implemented – both as part of our regular organisational planning and reporting, as well as having been put in place specifically because of an EDI perspective.

• Any new EDI-actions will be written into the organisation's Strategic Working Plan for each year, and that in turn will feed into and support the organisation's operations plan for that year.

• As new practices develop, they will be added as appropriate to the 'current practices' section in the appendix of this policy.

• All in the organisation can, and do, contribute to how EDI happens in our organisation. Specific intentional engagement with the board, staff, volunteers, and members is a part of our annual culture and HR management work-planning. In this way we ensure that EDI practices are and remain embedded in how we do our work.

• The communication of this policy is done at induction time for new staff and the policy placed on our internal staff SharePoint for Employees and Board Members. It will be specifically and intentionally focused on at meetings.

• Operation Smile Ireland's EDI Policy will be shared with our members upon Induction. This keeps our members updated and enables both Operation Smile Ireland nd our members to share experience and learning as a guide for each of our organisation's EDI policy development.

• This is a board-approved policy that is overseen by the Governance committee. Responsibility for implementation is delegated to the CEO/Country Director and through them, to relevant staff as determined by the CEO./Country Director.

• An external service provider may be contracted to support the implementation of actions associated with this policy.

Ongoing Policy Development & Review

• The Board Members of Operation Smile Ireland continue as an 'EDI internal working group' to inform and assist with implementing EDI actions.

• The Governance committee will monitor and review this policy.

• The board will review the policy, as part of its organisation-wide policies review process via the matrix for reviewing all policies. The policy will be reviewed every three years.