MENTAL ROOTS

Equality, Diversity & Inclusion Policy

Document owner: Nathan Addai, Founder — Mental Roots
Version: 1.0
Date adopted: October 2026
Review date: October 2027 (annual review)
Applies to: All Mental Roots activities, online and in-person
Companion documents: Mental Roots Safeguarding & Child Protection Policy, v1.0; Complaints & Feedback Policy, v1.0

1. Introduction and Commitment

Mental Roots exists to make animation, self-expression and career development genuinely accessible to young people — and to the adults who join Animation Social — regardless of their background. Mental Roots is committed to treating everyone it works with fairly, and to running an inclusive practice rather than treating inclusion as an afterthought.

This policy sets out Mental Roots' general principles. It does not currently commit to specific concessions, bursaries or funded places — where any such offer exists for a particular booking, it will be agreed and confirmed directly with the school or organisation involved, rather than guaranteed by this policy.

2. Legal Framework

This policy has been written with reference to the Equality Act 2010, which protects people from discrimination based on nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

3. Our Commitments

- Mental Roots will not discriminate against any young person, parent/carer, school contact, or adult learner based on any protected characteristic.
- Workshop content and teaching style will be adapted, where reasonably possible, to suit the needs and abilities of the group Mental Roots is working with on a given day.
- Mental Roots will consider reasonable adjustments on request (for example, adapting materials, pacing, or physical setup for a participant with a disability or additional need) and will discuss with the host school or organisation what support they can also provide, since Mental Roots visits as a guest facilitator rather than the setting with day-to-day knowledge of each young person.
- Mental Roots' workshops and courses remain open to participants of any cultural and racial background. One of Mental Roots' foundational and core values is promoting racial and cultural unity between all participants in a proactive way. This is rooted in Mental Roots' understanding

that developing more inclusive multicultural communities is a key component to improving the mental wellbeing and creative expression of youth and young adults of diverse backgrounds; all in line with Mental Roots' mission and vision (as published on mentalroots.org).

- Depending on tailored needs with certain partnering institutions, Mental Roots' promotion of multicultural integration may include incorporating creative activities and group discussions that directly address racial/cultural nuances and factors impacting people's mental wellbeing, sense of identity and self-expression, including education on relevant social injustices. This is under the condition that content is agreed with the host school or organisation in advance and is age-appropriate.
- Within all its sessions, Mental Roots is committed to creating inclusive spaces where different cultural views can be expressed and discussed calmly and respectfully. If a participant makes discriminatory comments or creates work that negatively targets a person or group because of a protected characteristic, the facilitator will pause the activity, explain why this isn't acceptable, and give the participant the chance to change course.
- In school or host-organisation sessions, the host staff member present will be asked to support if the above discriminatory behaviour is shown. Any further action concerning a participant is for the host to decide under its own behaviour policy. Participants under 18 will never be sent out of a session unsupervised.
- In independently run Mental Roots sessions and online communities, if discriminatory behaviour continues, a participant may be asked to leave the session or be removed from the community, and a short record will be kept. Mental Roots' Founder will consider any additional needs before deciding what action to take. Anyone asked to leave can raise a concern under the Complaints & Feedback Policy.
- Marketing, course content and social media will avoid stereotypes and aim to represent a genuinely diverse range of young people.
- Mental Roots will treat all reports of discrimination, harassment or bullying seriously, using the process in the Complaints & Feedback Policy.

4. Recruitment (Future Staff, Volunteers or Contractors)

Any recruitment of staff, volunteers or contractors will be conducted fairly, based on merit and suitability for the role, and free from discrimination on the basis of any protected characteristic.

5. Raising a Concern

Anyone who feels they have experienced discrimination, or who has a concern about inclusion or accessibility, can raise it directly with Nathan at mentalrootspod@gmail.com, following the process set out in the Complaints & Feedback Policy.

6. Review and Sign-Off

This policy will be reviewed annually alongside Mental Roots' other policies.

Name: Nathan Addai
Role: Founder, Mental Roots
Date: 07/10/2026

Signature:

Next review date: October 2027