



## **FOUNDATION FUTURES EQUALITY & DIVERSITY POLICY STATEMENT**

**Date: September 2023**

**Review: September 2024**

Foundation Futures CIC and CIO is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services. Foundation Futures aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. We are committed wherever practicable to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

### **Purpose**

The purpose of this policy is to provide equality and fairness for all in our employment and in the provision of services and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. Foundation Futures opposes all forms of unlawful and unfair discrimination.

All employees, trustees and volunteers, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, volunteering or any other benefit will be on the basis of skills and ability.

### **Principles**

Foundation Future's commitment to Equality and Diversity is:

- To create an environment in which individual differences and the contributions of all our
- Employees, advisory board members and volunteers are recognised and valued.
- To create learning environments which are free from discrimination, harassment and victimisation.
- All learning opportunities promote understanding of diversity and challenge perceptions and stereotypes.
- All teachers set targets that recognise and are sensitive to differences.
- To create a working environment that promotes dignity and respect for all. No form of

- intimidation, bullying or harassment will be tolerated.
- To ensure training, development and progression opportunities are available to all.
- To promote equality in the workplace, which it believes is good management practice and makes sound business sense.
- To regularly review all employment and volunteering practices and procedures to ensure that no job applicants, staff, trustees or volunteers are treated less favourably than others.
- To regularly review services to ensure they are accessible and appropriate to all groups within society.
- To treat breaches of the equality policy seriously and to take disciplinary action when required.
- To provide information and training to all employees, trustees and volunteers so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.
- To develop an Equality Action plan, to ensure our Equality and Diversity policy is fully implemented.
- To ensure the policy is fully supported by the Advisory Board.
- To monitor and review the policy annually.

Foundation Futures celebrates diversity amongst its learners and workforce. Foundation Futures treats everyone with respect and dignity and promotes a positive working environment for everyone we work with free from victimisation, discrimination and harassment.

No learner or employee will be subject to any prejudice or discrimination or be disadvantaged for any of the following:

- Age
- Gender
- Disability
- Marriage/civil partnership
- Sexual orientation
- Social Class
- Gender reassignment/transgender
- Religion or belief
- Race, ethnic origin/ national origin
- Pregnancy/ maternity / parenthood

**\*A copy of the full policy is available on request.**