

Diversity and Equal Opportunities Policy

Diversity

Our organisation is firmly committed to a positive approach to diversity in all areas of its work. We believe that we have much to learn and profit from diverse cultures and perspectives and that diversity will make our organisation more effective in meeting the needs of all our community.

We are committed to developing and maintaining an organisation in which differing ideals, abilities, backgrounds and needs are fostered and valued and where those with diverse backgrounds and experiences are able to participate and contribute. We will regularly evaluate and monitor our progress towards diversity.

Equal Opportunities

We live in a wide-ranging society where people are discriminated against both intentionally and un-intentionally because of their race, skin colour, ethnic origin, religion or belief, cultural beliefs, nationality, national origin, gender, sexuality, transgender status or age. People with any of these characteristics may be discriminated against due to lack of understanding or prejudice about their capabilities and experiences.

We recognise that any of the above groups of people may experience discrimination and as we are opposed to this situation, we will take steps to challenge it.

FordHaven states its intention to work for the furtherance of equal treatment in volunteering, employment, service provision, committee structure and membership.

The aim of our policy is to ensure that no-one receives less favourable treatment on the grounds of race, skin colour, ethnic origin, disability, religion, cultural beliefs, nationality, national origin, gender, sexuality, transgender status, pregnancy/maternity, age, marriage/civil partnership; or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

- We recognise that FordHaven exists within a multi-cultural, multi-faith society and we work proactively to reflect this policy.
- We value and respect all individuals using FordHaven, both clients and volunteers, regardless of age, race, disability, skin colour, ethnic origin, religion or belief, cultural beliefs, nationality, national origin, gender, or sexuality.

- We will aim to ensure that our service provision is appropriate, relevant and accessible to all groups of people represented in the community.
- We will ensure that no member of staff, management committee member, volunteer or any of the families experiences unfair or unlawful discrimination.
- Within the limits of the accommodation provided, no client with physical disabilities will be denied a place at the Centre on account of their disability.
- Volunteering/employment opportunities are open to all, within the context of our local community. We will endeavour to recruit from all groups and to take action to increase the number of volunteers from under-represented groups. All new potential volunteers will follow the same recruitment process, as laid out in our Volunteer Policy.
- Volunteers/staff will exercise thoughtfulness and care to avoid stereotyping of individuals and groups.
- Any racist or other offensive remarks or behaviour will not be tolerated and always challenged and that person will be asked to leave.
- If you feel you have been discriminated against, please use FordHaven's complaints procedure.
- We will ensure that all FordHaven users and referrers are aware that we have equal opportunities and diversity policies, which they can see upon request.

This policy will be regularly reviewed and updated.

Approved by: Roxana Ford - Director
Last reviewed: March 2024
Next review due by: March 2025