



Equality, Diversity and Inclusion Policy

Commitment

The principles of Equality, Equity, Diversity and Inclusion are integral to everything that Friends of the Family does.

We strive to provide equality of opportunity for all children, families, volunteers, staff and trustees, and to offer a secure environment in which everyone feels welcomed and included.

Access for All

We do not discriminate against anyone on grounds of ethnicity, age, religion, sex, disability, sexual orientation or social background.

We take action against any discriminatory or threatening behaviour by children, parents, volunteers, staff or trustees.

We communicate in clear, concise language, whether written or spoken.

We conduct risk assessments and do what we can to ensure that people with disabilities can participate successfully in our work and services.

We recognise that individual needs differ and can change, and that best practice is constantly evolving, and will provide further information and training when necessary.

We publish this policy on our website and ensure that all parents, volunteers, staff and trustees are familiar with it and can ask questions or seek further information.

We review this policy every three years, and regularly review our practices to ensure that they are compliant with it.

Our Families

We advertise our services through many channels and welcome referrals from anyone.

We work in partnership with families, whatever their backgrounds, and welcome and respect the diversity of individual family lifestyles.

We work with families from diverse ethnic and cultural backgrounds for whom English is an additional language and develop means to ensure their inclusion.

We recognise that inequality can prevent or deter families from seeking and receiving support, and we do all we can to remove or overcome these barriers and to signpost families to further sources of help.

We offer inclusive activities that encourage children and their parents to develop positive attitudes about themselves and to empathise with people who are different from them.

We do this by:

- Creating an environment of mutual respect and tolerance.
- Making individuals feel valued.
- Ensuring that the activities we offer are inclusive of children and parents with differing needs, characteristics and behaviours.
- Ensuring that everyone receives the best possible opportunity to develop their skills and abilities.
- Celebrating occasions that are significant to our children and their families.
- Avoiding stereotypes or derogatory images in our selection of books and other materials.
- Helping individuals to understand that discriminatory behaviour and remarks are hurtful and unacceptable.

Our Volunteers, Staff and Trustees

We encourage equality, equity, diversity and inclusion in our recruitment and management of volunteers, staff and trustees. Every vacancy is open to all. *

We ensure this by:

- Advertising all posts, including volunteer opportunities.
- Welcoming applications from people of all backgrounds.
- Judging every applicant against clear and fair criteria for the specific role for which they are applying.
- Offering the post to the applicant who best meets those criteria, subject to references and an enhanced clearance certificate from the Disclosure and Barring Service (DBS).
- If the specific requirements of a particular role within the organisation make it unsuitable for a person, we endeavour to find or signpost them to another, more suitable role.
- Including a commitment to equality, equity, diversity and inclusion as part of every role specification.
- When necessary, providing or seeking out training opportunities for staff and volunteers to further develop anti-discriminatory and inclusive practices.

* Due to the nature of our work there are instances where it is deemed an occupational requirement for a staff or volunteer role to be female-only and therefore these positions are open only to female candidates, as guided under Schedule 9 of the Equality Act 2010.

Policy approved by Friends of the Family Board of Trustees: October 2024

Next review date: October 2025