



FAN – Friends and Neighbours

The FAN Charity - Policies

Equality, Diversity and Inclusion Policy

The FAN Charity's Mission

'To promote religious and racial harmony by developing and strengthening good relations between individuals of all beliefs, races and cultures, thus fostering a spirit of kinship, mutual understanding and respect among the peoples of the world.'

1. Our aim

- 1.1 The FAN charity is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.
- 1.2 We therefore aim to ensure that the values of equality, diversity, inclusion and respect for all are embedded into everything that we do.

2. About our policy

- 2.1 This policy is intended to demonstrate the FAN charity's commitment to eliminating discrimination and encouraging and valuing diversity and inclusion among staff, volunteers of the FAN Charity and Trustees.
- 2.2 We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.
- 2.3 We aim to create an environment that respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3. Our responsibilities

- 3.1 The FAN charity understands that for equality to be achieved this policy needs to be made understandable to, and embraced by staff, volunteers of the FAN Charity and trustees.
- 3.2 This policy will be subject to agreement with any trade union which staff choose to join or to which they belong. The policy is fully supported and welcomed by all employees and has been agreed by our Board of Trustees.
- 3.3 All staff, volunteers, and Trustees have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.
- 3.4 Overall responsibility for the implementation of this policy lies with the FAN Charity's Trustees.

4. Our commitments

- 4.1 The FAN charity recognises that an Equality, Diversity and Inclusion Policy alone is not enough to ensure that they are central to everything that we do.
- 4.2 We will seek to create an environment in which diversity and the contributions of all staff, volunteers, and trustees are recognised and valued in all that we do.
- 4.3 To ensure that we are meeting the aims and the spirit of this policy we will:
 - a) Discuss and review how well we are implementing this policy, and adjust our practices/develop an action plan where necessary
 - b) Assess any significant new or revised policies and procedures for their impact on equality
 - c) Embed equality diversity and inclusion into our development plans
 - d) Ensure our employment practices and procedures are consistent with the aims of this policy.
 - e) Aim to use accessible venues for events and meetings and make reasonable adjustments as required
 - f) Use plain English, and offer accessible communications, for example, emails, letters, reports and publicity materials as far as it is within our means to do so.
 - g) Complaints raised in relation to EDI will be dealt with through FAN's Settling Differences Policy

5. Review and Action

- 5.1 We recognise that it is important for us to regularly review this policy to ensure that it reflects up-to-date equality legislation and best practice.

Reviewed by FAN Charity: Working Group: Policies: Staffing,

Adopted by Trustees 26.11.24

Signed:

A handwritten signature in black ink that reads "Ian Thomson". The signature is written in a cursive style with a large initial "I" and "T".

Ian Thomson

Role: Chairman

Dated: 26.11.24