



Fair Futures Equality and Diversity Policy

Fair Futures is a Community Interest Company working with children, young people and families to promote successful learning and reduce barriers to education for children and families. The organisation provides educational and social opportunities for people from minoritised communities in Bury, Greater Manchester, and surrounding areas, promoting participation in a cohesive community. Fair Futures also supports children and families from around the world who have come to Greater Manchester as refugees, asylum seekers and migrants.

Our organisation promotes equality, equity and diversity and runs activities to promote shared understanding between people from different backgrounds.

The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action Fair Futures intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.

Our organisation recognises its responsibilities under the Equality Act 2010. It is committed to the principles of equality, diversity and inclusion and opposed to all forms of discrimination.

Fair Futures recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.

The Directors seek to create an environment in which the diversity of all staff, volunteers and other professionals, children, young people and their families is recognised and valued in all that they do.

In adopting this Equality and Diversity Policy, Fair Futures is also making an unequivocal commitment to implementing it.

Fair Futures will treat seriously all complaints under this policy made by staff, volunteers, other professionals, children, young people, their families or third parties and will take appropriate action. All complaints will be investigated in accordance with the Complaints and Compliments Policy, as appropriate and the complainant will be informed of the outcome in line with these procedures.

This policy is reviewed regularly and updated as required.

September 2022