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**FAIR FROME**

**EQUALITY, DIVERISTY AND INCLUSION POLICY**

Fair Frome is an Equal Opportunities employer. Fair Frome is committed to being an effective Equal Opportunities organisation. This means that the staff, organisation and Trustee Board will do everything in its power to ensure that everyone is treated fairly and with respect at all times. This applies to all areas of Fair Frome’s activities; including recruitment, employment, and provision of Fair Frome’s services.

Fair Frome welcomes the statutory requirements laid down in the Equalities Act 2010;[*https://www.legislation.gov.uk/ukpga/2010/15/contents*](https://www.legislation.gov.uk/ukpga/2010/15/contents)[*https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010*](https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010)[*https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice*](https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice) *Note: the Equalities Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970* [*https://www.legislation.gov.uk/ukpga/1970/41/enacted*](https://www.legislation.gov.uk/ukpga/1970/41/enacted)

and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

**Fair Frome recognises** that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

**Fair Frome is committed** to taking positive steps to ensure that:

* all people are treated with dignity and respect, valuing the diversity of all;
* equality of opportunity and diversity is promoted;
* services are accessible, appropriate and delivered fairly to all;
* the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
* traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

As an Employer:

Fair Frome will provide equality and fairness for all in our employment and volunteer roles and will not discriminate on grounds of:

* Age
* Disability
* Gender
* Sexual Orientation
* Marriage and civil partnership status
* Pregnancy and maternity
* Race or Ethnicity
* Religion or belief
* Sexual orientation

All employees will be treated fairly and with respect regardless of position, part-time/full-time working, or length of contract. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability.

All employees are required to treat one another with mutual respect. Actions, behaviour, and attitudes should consistently demonstrate respect for the dignity and worth of an individual.

Harassment and discrimination in any form is unacceptable behaviour and offenders will be subject to disciplinary action.

As a Service Provider

Fair Frome will strive to ensure that all services provided by, or on behalf of, Fair Frome are made accessible to all individuals and groups equally and without discrimination.

All service users will be treated with respect. Actions, behaviour, and attitudes will consistently demonstrate respect for the dignity and worth of an individual.

Fair Frome will, wherever appropriate, work in partnership with other agencies in the area; including the relevant unitary, county, district, and borough councils, voluntary groups, and community organisations to promote equal opportunities.

Fair Frome will ensure that all contractors directly supplying goods and services or executing works for, or on behalf of, Fair Frome comply with this Council’s stated policy on equal opportunities.

**Equal Opportunities and Inclusion Procedures for Fair Frome**

**Introduction**

The procedure is to be followed by all Fair Frome staff, volunteers and service users. The name of the Equality, Diversity and Inclusion Officer at Fair Frome is Lenka Grimes.

As an Employer:

Fair Frome will ensure that

* Its employees are made aware of their rights and responsibilities to each other, the customer, and the organisation regarding equal opportunities issues;
* It provides a way in which individuals can communicate any concerns via competent named personnel;
* Any unacceptable behaviour is treated seriously; and
* All managers realise they have a key role in implementing this policy and are expected to take personal responsibility for ensuring its success.

As a Service Provider:

Fair Frome aims to achieve its equality, diversity and inclusion policy by:

* Ensuring that employees are made aware of Fair Frome’s standards of service and customer care, including equal treatment in service delivery;
* Ensuring that no member of the public is disadvantaged or treated less favourably than others in terms of access to Fair Frome’s services. Where the Fair Frome’s practices, policies, or procedures are found to make access impossible or unreasonably difficult, we will take such steps as are reasonable in the circumstances to change these practices, policies or procedures;
* Ensuring that, wherever practical, all public buildings and premises owned or managed by Fair Frome are accessible to all. Where this is impractical in the short-term, we will provide reasonable alternative methods of access so that no member of the public is disadvantaged by physical barriers;
* Recognising the importance of communication in attaining equality and providing quality services, which are responsive to the needs of all local people, for example through the provision of information in large print and on audio tape on request; and
* Complying with all relevant legislation relating to discrimination and equality.

Role of Trustees and Employees

All Trustees and employees are responsible for implementing the Trustee’s Equal Opportunities Policy. It is important that all individuals who are employed by Fair Frome appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

Monitoring of Equal Opportunities

Fair Frome’s Trustee Committee will have responsibility for the implementation and monitoring of the policy as it applies to Fair Frome as an employer.

Fair Frome’s Equality, Diversity and Inclusion Lead alongside the Chair of Trustees will have responsibility for implementing and monitoring the policy as it applies to Fair Frome as a service provider, involving local community and voluntary groups in the monitoring process where appropriate.

Complaints from staff about discrimination or unfair treatment will be dealt with as laid down in Fair Frome’s Grievance Procedure.

Complaints from members of the public about discrimination or unfair treatment will be dealt with through the Fair Frome’s Complaints Procedure.

The Board of Fair Frome will carry out regular monitoring of policy and procedures. These Policies will be reviewed annually. The Policy and Procedures were accepted and adopted by the Trustees of Fair Frome:

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| Name: | John Killah | Position: | Chair of trustees |
| Date: | 2.12.24 | Signature: | John Killah |