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The Queen's Award for
Voluntary Service
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Equality & Diversity Policy



Foresight is fully committed to promoting diversity and eliminating discrimination and actively promoting equality of opportunity for our staff, volunteers and service users. Foresight is dedicated to encouraging a supportive and inclusive culture amongst all involved at Foresight. We believe that where equality of opportunity exists all staff and students work in a more rewarding and less stressful environment, one where prejudice and harassment are not accepted, and one more likely to enhance performance and achievement.



We will seek to promote and maintain an inclusive and supportive work and study environment that respects the dignity of staff, volunteers and service users to achieve their full potential.



Good relations

We recognise it is the responsibility of every member of our staff, volunteers and learners to help achieve this inclusive and supportive environment, and to promote good relations between groups by being tolerant and having respect for diversity. Where there are instances of activity on which may undermine good relations, and to assist staff, volunteers and learners in maintaining a balance between individual freedoms and expectations of conduct.



Monitoring

Our policies and procedures in relation to member of staff, volunteers and students will treat individuals solely according to their ability.



We will ensure that we comply with all legislation and good practice by introducing, implementing and regularly reviewing policies and procedures. We will aim to review, monitor and action plan for compliance with legislation through our Diversity Strategy and action plans.



We work with the local community to tackle discrimination, promote diversity and disseminate good practice.



This policy applies to all who work at Foresight on a paid or voluntary basis, all students, all visitors or contractors who visit our premises. Foresight wants to give people the best opportunities to make a success of their lives as Foresight believes everybody has a valuable contribution to make. Our

challenge is to unlock the talents and potential of all our staff, volunteers and service users. We celebrate diversity and tolerance so that different cultures can thrive, adding to the richness and experience of Foresight's community.

This implies that:

- Foresight will seek to create an open, trusting environment, in which there is an absence of prejudice, discrimination and harassment.
- Foresight will promote a positive climate of respect and co-operation, with open and tolerant discussion of important issues, expecting its members to respect one another as fellow human beings and treat one another with dignity; prejudice will be challenged where it becomes apparent in behaviour.

Our policy

The purpose of this policy is to provide equality and diversity to all, irrespective of their age, disability, sex, sexual orientation, race, religion or belief, gender reassignment, marriage or civil partnership or pregnancy and maternity. We oppose all forms of unlawful and unfair discrimination.

All service users, volunteers and employees whether part time, full time or temporary, will be treated fairly and equally.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees, volunteers and service users will be helped and encouraged to develop their full potential and their talents and resources will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- Every employee, volunteer and service user is entitled to be in an environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to equality and diversity within the organisation is good management practice and makes sound business sense.
- Breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with employee, volunteer and service user representatives.
- The equality and diversity policy will be drawn to the attention of staff, volunteers and service users regularly, and everyone will be supported to understand through induction, training and development, volunteer council meetings and service user council meetings, what it means to celebrate equality and diversity and will be held accountable for adherence to its values.
- The policy will be monitored and reviewed annually

This information is also available in other formats, languages and picture format upon request.