

Genuine Futures CIC – Equality, Diversity & Inclusion Policy

PREVENTION OVER
PUNISHMENT:
BUILDING SAFER FUTURES
TOGETHER

Version: 1.0 Approved by Board: 01 Nov 2025 Next Review: 01 Nov 2026

1. Policy Statement

Genuine Futures CIC is committed to promoting equality of opportunity, diversity, and inclusion in all areas of its work. The organisation recognises that every individual has the right to be treated with dignity and respect, free from discrimination or prejudice. We aim to create and maintain an inclusive environment where all staff, volunteers, service users, and partners are valued, and differences are celebrated.

2. Legislative Framework

This policy complies with and is informed by the following legislation and guidance: • Equality Act 2010 • Human Rights Act 1998 • Public Sector Equality Duty (Section 149 of the Equality Act 2010) • Employment Rights Act 1996 • Rehabilitation of Offenders Act 1974 • Equality and Human Rights Commission (EHRC) Statutory Code of Practice and Guidance

3. Scope and Purpose

This policy applies to all staff, volunteers, contractors, trustees, and service users associated with **Genuine Futures CIC**. It covers all aspects of employment, volunteering, service delivery, procurement, and community engagement. The purpose is to ensure compliance with the Equality Act 2010 and to embed equality and inclusion into the organisation's decision-making, culture, and practice.

4. Protected Characteristics

Under the Equality Act 2010, individuals are protected from discrimination, harassment, and victimisation based on the following nine protected characteristics: 1. Age 2. Disability 3. Gender reassignment 4. Marriage and civil partnership 5. Pregnancy and maternity 6. Race (including colour, nationality, ethnic or national origin) 7. Religion or belief (including lack of belief) 8. Sex 9. Sexual orientation

5. Principles of Equality, Diversity & Inclusion

Genuine Futures CIC operates on the following principles: • Equality of opportunity for all individuals. • Recognition and respect for diversity in all its forms. • Inclusion and participation of underrepresented groups in all activities. • Prevention of discrimination, harassment, or victimisation in any form. • Commitment to removing barriers that disadvantage individuals or groups. • Promotion of fair treatment and respect across all policies and practices.

6. Responsibilities

- Board of Directors: Holds ultimate accountability for compliance with the Equality Act 2010 and ensuring the policy is implemented effectively.
- Managers and Supervisors: Responsible for promoting equality and inclusion within their teams, addressing issues promptly, and monitoring practice.
- Staff and Volunteers: Must treat everyone with dignity and respect, report discriminatory behaviour, and adhere to this policy in all activities.

Contractors and Partners: Required to comply with this policy and demonstrate commitment to equality principles when working with **Genuine Futures CIC**.

7. Recruitment, Selection, and Volunteering

All recruitment and selection processes will be fair, transparent, and based solely on merit. **Genuine Futures CIC** will ensure job descriptions and volunteer roles reflect only essential criteria, avoid bias, and promote inclusion. Shortlisting, interviewing, and selection decisions will be conducted by trained individuals using consistent and objective criteria.

8. Training and Development

The organisation will provide equality, diversity, and inclusion training to all staff and volunteers as part of induction and ongoing professional development. Additional specialist training will be provided for managers and those involved in recruitment or community outreach. Training effectiveness will be reviewed annually and updated in line with EHRC guidance and best practice.

9. Accessibility and Reasonable Adjustments

Genuine Futures CIC will take all reasonable steps to ensure that facilities, services, and employment opportunities are accessible to all individuals. Reasonable adjustments will be made for people with disabilities or specific needs to remove or reduce barriers to participation. This includes physical access, communication methods, and the provision of alternative formats where necessary.

10. Reporting and Resolving Discrimination

Any individual who experiences or witnesses discrimination, harassment, or victimisation should report it immediately to their line manager, the Responsible Person, or the Board. All complaints will be treated seriously, investigated promptly, and handled in confidence. Appropriate action will be taken against anyone found to have breached this policy, in accordance with disciplinary or grievance procedures.

11. Monitoring and Review

The Board will monitor the effectiveness of this policy through analysis of diversity data, feedback, and complaints monitoring. This policy will be reviewed annually or sooner if legislative changes or organisational needs arise. Monitoring outcomes will inform improvements to practice and training, consistent with EHRC recommendations. Last reviewed: [Insert Date] Next review due: [Insert Date + 12 months]

12. Linked Policies

• Safeguarding & Child Protection Policy • Volunteer Policy • Data Protection & Privacy Policy • Recruitment Policy • Health & Safety Policy

13. Commitment to Inclusive Community Engagement

Genuine Futures CIC is committed to embedding equality, diversity, and inclusion into all community activities, outreach projects, and educational initiatives. We will ensure our programmes are inclusive, representative, and accessible to all members of the community, with particular attention to those from marginalised or underrepresented groups. We will work collaboratively with local partners and stakeholders to promote inclusion, remove barriers, and ensure that everyone has equal opportunity to participate and benefit from our work.