

Equality, Diversity and Inclusion Policy

Family Groups Ltd as an employer and an organisation is committed to providing an environment of equality, diversity and inclusion. We value differences in backgrounds, perspectives, and experiences, recognising that diversity strengthens our organisation.

Family Groups Ltd endeavours to create a safe inclusive environment that is free from bullying, harassment, victimisation and unlawful discrimination. We actively promote dignity, respect and fairness for all, ensuring that every individual feels valued and that their contributions are recognised and valued.

In accordance with the Equality Act 2010 Family Groups Ltd is committed to not unlawfully discriminate. The protected characteristics listed in the Equality Act 2010 include, but are not limited to:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This policy applies to all service users, including board members, employees, volunteers and independent contractors. All allegations of discrimination will be treated seriously and should be brought to the attention of the General Secretary or raised through the grievance procedure. Appropriate action will be taken. Serious complaints if upheld, could amount to gross misconduct and lead to dismissal without notice. Sexual harassment may amount to both an employment rights matter and a criminal offence which will be reported to the relevant authorities.

Family Groups Ltd is committed to providing appropriate training and advice about managing and working in a diverse and inclusive environment.