

FordHaven Diversity and Equal Opportunities Policy

Diversity

FordHaven is fully committed to fostering diversity in all aspects of its work. We believe that embracing diverse cultures, perspectives, and experiences strengthens our organisation and enables us to better meet the needs of all members of our community.

We aim to create and maintain an environment where differences in background, abilities, beliefs, and experiences are valued and respected, and where all individuals can participate and contribute fully. We will **regularly monitor and evaluate our progress** towards promoting diversity in all areas of our work.

Equal Opportunities

FordHaven operates in a society where discrimination can occur, whether intentional or unintentional, based on characteristics such as:

- Race, skin colour, or ethnic origin
- Religion or belief, including cultural beliefs
- Nationality or national origin
- Gender or transgender status
- Sexual orientation
- Age
- Pregnancy or maternity
- Marriage or civil partnership
- Disability

We are committed to **challenging all forms of discrimination** and ensuring that everyone receives **fair and equal treatment** in volunteering, employment, service provision, and participation in governance or committee roles.

Our Commitments

- FordHaven exists within a multi-cultural, multi-faith society and actively works to reflect this in our services.
- We value and respect all individuals using our services, including families, children, volunteers, Team Members, and Directors, regardless of background or personal characteristics.
- Our services will be **accessible, inclusive, and relevant** to all groups in our community.
- No individual—whether a Team Member, volunteer, management committee member, or client—will experience unfair or unlawful discrimination.
- We will make reasonable adjustments to accommodate clients with physical disabilities, ensuring that no one is denied access due to their needs, within the limits of our facilities.
- Volunteering and employment opportunities are open to all. We will actively encourage applications from under-represented groups and ensure a fair recruitment process for all candidates.
- Team Members and volunteers will **avoid stereotyping** and exercise care and consideration in their interactions with others.
- Racist, discriminatory, or offensive remarks or behaviour will **not be tolerated**. Anyone displaying such behaviour may be asked to leave FordHaven and may face further action as appropriate.
- Individuals who feel they have experienced discrimination are encouraged to use the **FordHaven Complaints Procedure**.
- All users, families, referrers, and stakeholders will be made aware that FordHaven has **equal opportunities and diversity policies**, which are available upon request.

Monitoring and Review

This policy will be **regularly reviewed and updated** to reflect changes in legislation, best practice, and the needs of the communities we serve.

Approved by: Roxana Ford - Director
Last reviewed: August 2025
Next review due by: August 2026