

The responsibility for ensuring equality and diversity among potential and current service users and staff rests ultimately with the Board of Trustees. All staff, volunteers and trustees are responsible for the implementation of the policy, its observance, monitoring and reporting to the Trustees. Trustees will ensure that we comply with relevant legislation, including but not limited to the Equality Act 2010 and the Disability Discrimination Act 2005.

Statement of Intent

Footprints recognises that Buttershaw is a diverse community with a range of ideas and perspectives it can learn from, whilst also promoting the values of the Christian faith. Footprints is committed to taking active steps towards eliminating **all** forms of discrimination including disability, ethnic origin, gender, sexuality, beliefs, age and social background. It does this through its work, policies and practices to ensure its services are accessible and welcoming to all of its community and service users.

Footprints Family Centre is committed to:

- Dealing with any form of unfair discrimination, offensive behaviour or harassment quickly and thoroughly as detailed in our Comments, Complaints and Whistle Blowing Policy.
- Ensuring services and opportunities are appropriate, relevant and accessible so that all members of our community may participate and contribute where appropriate. Activities that target certain groups will publicise their restricting criteria.
- Promoting its services and opportunities widely with appropriate use of language and printed font so that information is easily accessible. Where required, these may be made available in large print or electronically.
- Making its buildings easy to access and use wherever possible and practical. Thought will be given to the additional needs that particular groups may have. Where priorities compete, preference will be given to those most regularly in the building.
- Accommodating the needs of staff that require flexible working practices where circumstances and resources permit it.
- Providing training and/or support for people to participate and contribute where possible and practical.
- Making service users, staff and trustees aware of this policy

It is also recognised that Footprints will not be able to meet all the demands made upon it. There may be times when clients or staff want to give feedback about how well they feel we are meeting our objective to be accessible and welcoming to all. Details of how to give feedback can be found in our Comments, Complaints and Whistle Blowing Policy.

Reviewed by: Trustees: 19/09/17, Managers: Sep 2017 **Next review:** Trustees 2020, Managers 2018

Reviewed by:

Next review: