

FSEG EQUALITY AND DIVERSITY POLICY

Calon y Fferi Community Centre and FSEG are committed to the principles of Equal opportunities

We oppose discrimination of any kind. Our objective is to ensure equal, harmonious, and respectful relationships across our business and projects.

Underpinning the policy is the Equality Act 2010 which came into force on 1st of October 2010. The Equality Act consolidated and brought together previous anti-discrimination law into one piece of legislation the Equality Act established 9 protected characteristics on the grounds of which it is unlawful to discriminate against a person.

These include:

relation to -

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

We also have an additional duty to promote equality - The Equality Duty. The Equality Duty requires the us to have 'due regard' to the need to:

a) Eliminate unlawful discrimination, harassment and victimisation on the grounds of a protected characteristic; and

b) Foster good relations between people who have a protected characteristics and people who do not. This requires the us to consciously consider and embed these duties into all of our activities. The above are known as 'protected characteristics'. It is against the law to treat someone unfairly because of any of them.

Direct discrimination occurs when someone is treated less favorably than another person because of a protected characteristic, for example, refusing to employ an individual because of their race or sexual orientation.

Indirect discrimination is the legal term that describes situations when policies, practices or procedures are put in place that appear to treat everyone equally but, in practice, are less fair to those with a certain protected characteristic under the Equality Act 2010.

We welcome participation from all people. However, respectful behaviour is expected of all users of FSEG and Calon y Fferi, whether staff, volunteers, or tenants. There is no place in our organisation for discrimination, favouritism, or bullying.

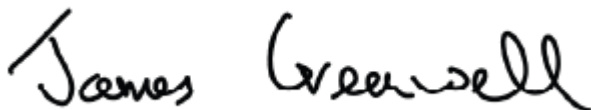
STATEMENT TO TRUSTEES, STAFF AND VOLUNTEERS

- Discrimination comes from conscious or unconscious bias, and we will be on our guard to detect this in ourselves and others.
- We are opposed to direct and indirect discrimination
- The Equality Act of 2010 made it illegal to discriminate on the grounds of protected characteristics in relation to jobs and training. We will abide by this act and ensure that our recruitment processes for future employees and for volunteers will be fair and open.
- We believe that a diverse workforce will be more creative and stronger and will engage the whole community by drawing on the skills and talents of all.
- As a young enterprise, we will endeavour to embed all aspects of Equality into our plans and create an inclusive organisation for the benefit of all.

Reviews

This policy and related procedures will be reviewed bi-annually.

Signature of chair:

A handwritten signature in black ink that reads "James Greenwell". The signature is written in a cursive, slightly slanted style.

Date of signature/ratification of policy: 27th November 2025

Date that next review is due: November 2027