

# *Equality and Diversity Policy*

**July 2021**



**FARDAD**  
FOUNDATION



**MIGRANT LEADERS**

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## **Equality and Diversity Policy Statement**

Migrant Leaders is committed to eliminating unlawful discrimination and encouraging equality and diversity among its management, staff, volunteers and service users. Migrant Leaders' goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our management committee, staff, volunteers, partners and service users.

## **Aims and Objectives**

Migrant Leaders will provide equality of opportunity and will not tolerate discrimination on grounds of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, or sexual orientation.

The purpose of the Equality and Diversity Policy is to:

- Encourage, promote and celebrate diversity in all our activities and services
- Ensure equal access to services and opportunities
- Ensure compliance with legislation on discrimination and equality including the Equality Act 2010 and other relevant legislation currently in force
- Create environments free from discrimination
- Maximise the use of resources in the best interests of service users and the public
- Confront and challenge discrimination where and whenever it arises, whether it is between colleagues, or in any other area relating to Migrant Leaders' work
- Ensure there is clear commitment from staff/volunteers and senior management to accept and implement this policy in their work for Migrant Leaders
- Ensure, through positive action and so far as is practicable, that Migrant Leaders' services are accessible to all people

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Please review this Equality and Diversity Policy in conjunction with Migrant Leaders' Data Protection, Complaints and Whistleblowing Policies.



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## **Equality and Diversity Policy**

### **Migrant Leaders will demonstrate our commitment to equality and diversity as follows:**

- We will treat all service users, volunteers, staff and others connected to Migrant Leaders with dignity and respect and make it clear that the same behaviour is expected from them.
- Migrant Leaders will inform all staff, volunteers and service users about its Equality and Diversity Policy and guidance from the Equality and Human Rights Commission on equality law for voluntary organisations through our website and Mentor and Mentee Guides.
- When planning services, policies and procedures we will consider whether they impact negatively on groups protected by equality legislation to ensure we do not directly or indirectly discriminate against anyone because they fall into one of those groups. We will, however, take into account the age of candidates for the Migrant Leaders Development Programme because we target our services to the 16-25 age group.
- We will ensure that all events are held in venues that are accessible to disabled people.



## **Policy Enforcement & Complaints**

- Migrant Leaders senior management has overall responsibility for the effective operation of this Policy. However, all staff and volunteers also have a duty as part of their involvement with Migrant Leaders to do everything they can to ensure that the Policy works in practice.
- Migrant Leaders will regularly review the implementation of our Equality and Diversity Policy. Where evidence is found of ineffectiveness, immediate remedial action will be taken to ensure implementation. Migrant Leaders recognises the need for a continuing commitment to genuine equal opportunities and diversity within the organisation. The effectiveness of the Policy's aims and objectives will be judged by how it operates in practice.
- Migrant Leaders regards the collection/analysis of data as vital in informing change and improving performance. Where appropriate, statistics on Migrant Leaders services will be collected and analysed in relation to equality and diversity matters. We will also review volunteer turnover and seek information on reasons for leaving.
- Senior management will review annually equality of opportunity and diversity in relation to Migrant Leaders' services, recruitment and selection procedures for volunteers to ensure that they align with this Policy. If appropriate, action will be taken to encourage wider take up of volunteering and community use of its services.
- All incidents of discrimination will be dealt with under the Complaints Procedure and the Whistleblowing Policy as appropriate. Copies of these Policies are available at: <https://www.migrantleaders.org.uk/support>
- Where it appears that there may have been or there is a breach of this Policy, senior management will investigate the circumstances and action will be taken to counter any proven breach of this Policy.
- Any staff member, volunteer or beneficiary found to be in breach of this Policy will be counselled on their actions and may, where necessary, be dismissed, removed from the Migrant Leaders' volunteer register or have services withdrawn and their involvement with Migrant Leaders ended.
- Where a breach of this Policy has occurred, decisions will be confirmed in writing and a copy of the Complaints Procedure will be provided. All such occurrences will be reported to the Trustees.
- If it is found that the Policy is excluding or discouraging volunteers or restricting service users, Migrant Leaders' senior management shall act to adjust the Policy.



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## **Equality and Diversity Policy**

This Policy will be included in induction material given to employees and access will be provided via the Migrant Leaders website for Mentors, Mentees and other users. Additional training will be made available for those with responsibilities for receiving and investigating complaints.

The Policy will be reviewed annually by the Chief Executive Officer and approved by the Board of Trustees. It will also be reviewed in response to changes in relevant legislation, contractual arrangements, good practice or in response to an identified failing in its effectiveness.

Date 5<sup>th</sup> July 2021 Signed 

Review Date 5<sup>th</sup> July 2021



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[www.migrantleaders.org.uk](http://www.migrantleaders.org.uk)

- @ [enquiries@migrantleaders.org.uk](mailto:enquiries@migrantleaders.org.uk)
- [linkedin.com/company/migrant-leaders](https://www.linkedin.com/company/migrant-leaders)
- [twitter.com/MigrantLeaders](https://twitter.com/MigrantLeaders)
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## FARDAD FOUNDATION

The Fardad Foundation (TFF) is a UK registered charity that works directly with young people from deprived neighbourhoods, educational institutions and employers to provide bespoke support pathways towards the fulfilment of their true potential. TFF develops and delivers programmes, working with third parties and volunteers. Incorporated independently, TFF is governed by a diverse Trustees Board.

The Fardad Foundation (TFF) is registered as a charity with the Charity Commission in England and Wales with registered charity number 1176049.