



# Fusion Family and Youth Projects Family and Youth Projects Equity, Diversity, Inclusion & Belonging Policy

Reviewed September 2024

Designated Safeguarding lead - Angela Linton

***'Together we will create a place and a project that young people, parents and partners trust to deliver high quality services that enable local children and young people to thrive. One that delivers the best possible outcomes to children and young people and to the Community.'***

Charity No.1159563



# Equity, Diversity, Inclusion & Belonging Policy

## Introduction

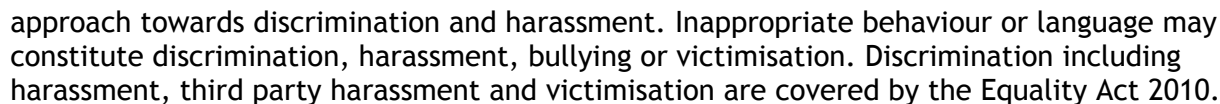
At Fusion Family and Youth Projects we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

Fusion Family and Youth Projects is committed to eliminating discrimination and promoting equity, diversity, inclusion and belonging in all areas of our work. These terms are at the heart of this policy:

- ‘Equity’ assumes everyone has the same opportunities to fulfil their potential free from discrimination, but also ensures the starting point for everyone is equal. To create equity, additional measures will be used to provide additional support to specific marginalized groups.
- ‘Diversity’ means that staff and volunteers reflect the diversity in our service users and society more broadly, this is not limited to protected characteristics, but all of the differences people have.
- ‘Inclusion’ is where we make the most of our diversity, we celebrate our differences and ensure that everyone feels safe and comfortable be themselves, share their ideas and fully contribute.
- ‘Belonging’ is the feeling we want everyone who interacts with Fusion Family and Youth Projects to have, a place they trust, a place they care about and a place that cares for them. This policy builds upon our commitment to providing equality and fairness to all.

This policy applies to all individuals involved within Fusion Family and Youth Projects, including trustees, staff, volunteers, and service users.

This policy builds upon our commitment to providing equality and fairness to all in our activities and to ensure that we are an inclusive charity that welcomes everyone. Fusion Family and Youth Projects will not unlawfully discriminate including on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation. These are the characteristics which are protected from discrimination under the most recent equality legislation - the Equality Act (2010). Fusion Family and Youth Projects has a zero-tolerance



To achieve Fusion Family and Youth Projects’s objective of creating an environment free from discrimination and welcoming to all, Fusion Family and Youth Projects will:

- ## Challenging inappropriate attitudes and practices

## Racial harassment

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from the children at Fusion Family and Youth Projects, from staff and from any other adults on Club premises (eg parents/carers collecting children).

### **Promoting equal opportunities**

The Manager is responsible for ensuring that:

- Staff and volunteers receive relevant and appropriate training
- The **Equalities policy** is consistent with current legislation and guidance
- The elements of EDI are implemented and monitored within the charity
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

### **Children with additional needs**

Fusion Family and Youth Projects recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending Fusion Family and Youth Projects , and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

Where one-to-one support is required, we will signpost the parents to access the funding required to provide the additional care.

### **Reviewing the Policy and Procedure:**

This policy and procedure will be reviewed every two years or before if there are any changes in legislation, changes within the service or concerns raised. Any changes to the policies will then be shared and read by all staff and volunteers.

This policy was adopted by: Fusion Family and Youth Projects Family and Youth Projects	Date: September 2024
To be reviewed: September 2006	Signed: 