



Equality and Diversity Policy

Written: May 2025

Review Due: May 2026

1. Policy Statement

Future Visions Ltd is committed to promoting equality, diversity, and inclusion in every aspect of its service. We believe that every individual—whether a young person in our care, an employee, a visitor, or a stakeholder—has the right to be treated fairly, respectfully, and without discrimination.

We are dedicated to fostering a culture of inclusion where differences are valued, and everyone feels safe, supported, and empowered to thrive.

2. Purpose of this Policy

The purpose of this policy is to:

- Set out Future Visions Ltd's commitment to equality, diversity, and human rights.
- Provide a framework to prevent and address discrimination, harassment, and victimisation.
- Ensure compliance with the Equality Act 2010, Human Rights Act 1998, Children Act 1989 & 2004, and regulatory frameworks set by Ofsted and the CQC.
- Promote inclusive practice across recruitment, service delivery, care planning, and internal procedures.

3. Legal Framework

This policy is underpinned by the following legislation and regulatory guidance:

- Equality Act 2010
- Human Rights Act 1998
- Children Act 1989 & 2004
- Care Act 2014
- Public Sector Equality Duty



- Health and Social Care Act 2008 (Regulated Activities Regulations 2014)
- Ofsted's Equality and Diversity Guidance
- Working Together to Safeguard Children (2018)
- SEND Code of Practice (2015)

4. Scope

This policy applies to:

- All staff (including volunteers, contractors, and temporary staff)
- Young people using our services
- Parents, carers, and other stakeholders
- Governance and leadership teams

5. Our Commitment

Future Visions Ltd is committed to:

- Creating and sustaining an environment that is free from discrimination and prejudice.
- Promoting equality of opportunity for all regardless of race, ethnicity, gender, sexual orientation, disability, age, religion, belief, gender reassignment, pregnancy/maternity, or marital status.
- Valuing diversity as a strength that enriches our services and community.
- Ensuring accessibility in all aspects of our work—from physical spaces to communication and decision-making.
- Listening to the voices of young people, especially those from marginalised backgrounds.

6. Principles in Practice

We embed equality and diversity through:

a. Recruitment and Employment

- Open and fair recruitment processes that encourage applications from diverse backgrounds.
- Reasonable adjustments during recruitment and employment.



- Zero tolerance for harassment, bullying, or victimisation in the workplace.
- Equal opportunities for professional development and promotion.

b. Service Delivery

- Culturally responsive and inclusive care planning.
- Supporting the specific needs of LGBTQ+ young people, neurodivergent individuals, and those with disabilities or language barriers.
- Involving young people in shaping their support and environment.
- Reflecting diversity in educational materials, activities, and role models.

c. Training and Development

- Mandatory equality and diversity training for all staff.
- Ongoing professional development in anti-racist practice, unconscious bias, and inclusive communication.
- Supervision that reflects on practice and encourages learning.

d. Monitoring and Evaluation

- Equality Impact Assessments (EIAs) for policies and procedures.
- Regular audits and reporting on diversity data.
- Feedback mechanisms for young people and staff to report concerns or discrimination.

7. Responding to Discrimination

Any allegation of discrimination, harassment, or inequality will be:

- Taken seriously and investigated in line with our grievance or safeguarding procedures.
- Handled sensitively and confidentially.
- Result in appropriate action, which may include disciplinary measures, retraining, or referrals.



Young people will be supported and safeguarded through trauma-informed and restorative approaches.

8. Governance and Accountability

Responsibility for implementing this policy lies with:

- The Registered Manager/s for day-to-day practice.
- The Board of Directors/Responsible Individual for strategic oversight.
- All staff members, who are expected to uphold these values and report any breaches.

Progress is reviewed regularly as part of our quality assurance framework and reported in staff meetings and service evaluations.

9. Review and Updates

This policy will be reviewed annually, or sooner if there are legislative changes or incidents that warrant revision. Stakeholder input, including from young people and staff, will be used to inform revisions.

10. Further Information and Resources

- Equality and Human Rights Commission: www.equalityhumanrights.com
- GOV.UK: Equality Act 2010 Guidance: www.gov.uk/guidance/equality-act-2010-guidance
- Ofsted: Promoting Equality and Tackling Discrimination:
www.gov.uk/government/publications/promoting-equality-and-tackling-discrimination