

## **FPC Equality and Diversity Statement**

FPC is committed to providing inclusive services which embrace diversity and promote equality within our remunerated and volunteer workforce and our membership.

Our vision for equality, diversity and inclusion goes beyond establishing processes to achieve change. Through interaction with colleagues, members and stakeholders we work to embed these responsibilities in our everyday working practices. This allows us to more effectively embrace the diversity of all our membership and the clients they serve.

We recognise the contribution of all our workforce, volunteers, members and external stakeholders. We aim to be supportive, fair, just and free from discrimination.

In line with these objectives, we will challenge discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation while actively promoting equality and diversity.

As part of our interaction with our workforce, volunteers, members and external stakeholders, we aim to be proactive and monitor progress made towards meeting our objectives to encourage diversity and eliminate unfair treatment and discrimination through a full range of policies and procedures and recognise that everyone has the right to be in a supportive, safe and harassment-free environment and have individual and collective responsibility to value and respect each other's contributions.

We respect and uphold the dignity of all our workforce, volunteers, members and external stakeholders and value the contribution they make. We are committed to providing an environment that is free from bullying and harassment and where everyone is treated with dignity and respect.

We aim to create an environment in which all people have equal, dignified and ease of access to our goods, services and facilities. We want to eliminate discrimination and promote equality of opportunity throughout FPC. We are committed to becoming fully accessible and inclusive and are actively working to increase and improve the usability and accessibility of our services and resources and in doing so aim to meet our legal, moral and ethical obligations.

*February 2020*