

Commitment to equality, diversity, and inclusion policy

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FH Europe Foundation is committed to encouraging equality, diversity and inclusion within our teams and eliminating unlawful discrimination.

The aim is for our teams to be truly representative of all sections of society and for each team member to feel respected and able to give their best.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, consultancy, part-time or full-time, and those who are volunteering their time with us.

2. Not discriminate 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
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace and remote working as they are good practice and reflect the spirit of the spirit of our rights-based organisation.
2. Create a physical and remote working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all the teams are recognised and valued.

This commitment includes ensuring team members are aware of their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include teams conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All team members should understand they, as well as FH Europe, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their work against fellow team members and partners.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow team members, partners, and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal/ suspension of the role without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as sexual assault allegations.

4. Make opportunities for training, development and progress available to all team members, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning staff being based on merit (apart from any necessary and limited exemptions and exceptions allowed)

6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the composition of FH Europe teams regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any

supporting action plan, are working in practice, reviewing them regularly, and considering and taking action to address any issues.

[Agreement to follow this policy](#)

This equality, diversity and inclusion policy is fully supported the FH Europe Foundation Board of Trustees.