

4.5 Equality, Diversity & Inclusion (EDI) Policy

Charity Name: FOUNTAIN COMMUNITY PROJECT (FCP)

Charity Number: 1206682

Legal Structure: Charitable Incorporated Organisation (CIO)

Registered Address: Clody House, 1st Floor, Suite A, 90–100 Collingdon Street, Luton, LU1 1RX

Date Created: 23 January 2023

Last Updated: 01 May 2026

1. POLICY STATEMENT

Fountain Community Project is committed to promoting equality, valuing diversity, and ensuring inclusion in all areas of its work.

We believe everyone should be treated with dignity and respect, and have equal access to our services regardless of background or personal characteristics.

We actively work to remove barriers that prevent individuals and communities from accessing opportunity and support.

2. SCOPE OF POLICY

This policy applies to:

- Trustees
- Staff (paid and unpaid)
- Volunteers
- Contractors and partner organisations
- Service users (children, young people, families, vulnerable adults)

It applies across all charity activities including:

- Education programmes
- Food distribution services
- Youth mentoring and community cohesion work
- Recruitment and governance

3. OUR COMMITMENT

We are committed to:

- Promoting equality of opportunity
- Eliminating unlawful discrimination
- Fostering good relations between different communities
- Ensuring inclusive access to all services
- Supporting disadvantaged and marginalised groups

4. PROTECTED CHARACTERISTICS

We will not discriminate on the basis of:

- Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy or maternity
 - Race or ethnicity
 - Religion or belief
 - Sex
 - Sexual orientation
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5. APPLICATION TO OUR WORK

5.1 Education Programme

We ensure:

- Equal access to tutoring
- Fair eligibility criteria based on need
- No discrimination in service delivery
- Support for children with additional needs

5.2 Feeding the Vulnerable Programme

We ensure:

- Equal access to food support services
- Respectful and dignified treatment for all service users
- No exclusion based on background or circumstance
- Inclusive outreach across all communities

5.3 Community Cohesion Programme

We actively:

- Promote understanding between different cultural and faith groups
 - Deliver anti-bullying, anti-racism, and inclusion workshops
 - Support community integration initiatives
 - Work to reduce social isolation and exclusion
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6. RECRUITMENT AND EMPLOYMENT

We ensure fair recruitment by:

- Advertising roles openly and transparently
 - Using objective selection criteria
 - Providing equal opportunities to all applicants
 - Making reasonable adjustments for disabilities where required
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7. REASONABLE ADJUSTMENTS

We will make reasonable adjustments to ensure accessibility, including:

- Physical access to services where possible
 - Alternative communication formats
 - Flexible participation methods
 - Support for learning or participation needs
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8. RESPONSIBILITIES

Trustees

- Ensure EDI principles are embedded in governance

- Monitor compliance and organisational culture

Staff and Volunteers

- Treat all individuals with respect and fairness
- Challenge discriminatory behaviour appropriately
- Report concerns to leadership

Leadership / Management

- Promote inclusive practices
- Ensure policies are implemented
- Address complaints promptly

9. REPORTING DISCRIMINATION

Any concerns regarding discrimination or unfair treatment should be reported to:

- Designated Safeguarding Lead (DSL) or Deputy DSL (where relevant)
- Chair of Trustees
- Vice Chair of Trustees

All concerns will be taken seriously and investigated appropriately.

10. TRAINING AND AWARENESS

We will provide:

- EDI awareness training for trustees and volunteers
- Induction training for all new participants
- Ongoing development where required

11. MONITORING AND REVIEW

We will:

- Monitor service access and participation
 - Review equality outcomes across programmes
 - Address barriers to inclusion where identified
 - Update this policy annually
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