



EQUITY & DIVERSITY POLICY

Document Control							
Valid from	Valid to	Version	Status	Author	Owner	Approval	Description of change
01/04/2014	31/03/2017	1.0	Final	Head of People Services	Head of People Services	Policies & Strategies	Revised Policy
01/04/2016	31/03/2019	2.0	Final	Head of People Services	Head of People Services	Exec Team Feb 2016	Repeal of 3 rd Party Harassment and inclusion of framework details
01/06/2019	31/05/2022	3.0	Final	HR Adviser	Head of People Services	Board July 2019	TOV. No longer bound by <i>specific</i> duties of PSED.
16/12/2022	31/12/2023	4.0		Lead HR Adviser - EDI	Head of People Services	Co Exec Dec 2022	Slight amendment to wording
01/09/2023	31/08/2026	5.0	Final	HR Change Associate	Head of People and Development	Co Exec	Revised policy
Scope:				This policy applies to all team members and takes effect from 1 June 2019. This policy does not cover agency workers or contractors.			
Other relevant documents:				Dignity at Work Policy & Procedure Code of Conduct Disciplinary Policy & Procedure Grievance Policy & Procedure			

Definitions: The following terms used in this policy are defined as follows:

Executive Team	A Group Director appointed by the Group
Group	the group of companies comprising: Futures Housing Group Ltd (FHG) Futures Homescape Ltd (FHL) Futures Homeway Ltd (FHW) Five Doorways Homes Ltd (FDH)

	Futures Living Ltd (FLL) Futures Finance Ltd (FFL) Futures Treasury Plc (FTP) and any other subsidiary companies from time to time
Team Members	a person employed by any of the Group companies under a contract of employment, including a member of the Executive Team

Policy

1. Introduction

Futures Housing Group ('the Group'/'we'/'us') are committed to creating an inclusive and diverse environment that promotes equality and respects the rights and dignity of all individuals. Our Equity and Diversity Policy aims to ensure that all employees, customers, and stakeholders are treated fairly and without discrimination, regardless of their age, disability, gender, gender identity, race, religion, sexual orientation, or any other characteristic protected by law.

2. Policy Statement

The Group is dedicated to promoting equality and diversity in all aspects of our operations. We will actively challenge discrimination, promote a culture of inclusion, and strive to eliminate barriers that prevent individuals from participating fully in our services and employment opportunities.

3. Responsibilities

The Board is responsible for setting and ensuring the strategic direction of the Group. The Group Directors are accountable for fulfilling the Group's legal obligations and commitment to equality. They are also responsible for promoting best practice, which goes further than legislative compliance.

The Insight Committee scrutinises our services and performance to ensure quality and compliance with this policy.

All team members of the Group and its subsidiaries are responsible for understanding their individual responsibilities. This includes following procedures to ensure equality and non-discrimination, challenging inappropriate behaviour from others and reporting poor practice.

4. Commitments

4.1. Equality in recruitment

We will ensure fair and equal treatment of all employees and applicants, providing a workplace free from discrimination, harassment, and victimisation where everyone is welcome and thriving.

Our recruitment, selection, and promotion processes will be based solely on merit and suitability for the role, and we will actively monitor the diversity of our candidates to

help us to make equality improvements to ensure our processes are fair and we are attracting diverse candidates. We will ensure that the recruitment process is accessible to all and make reasonable adjustments to ensure we are not creating barriers.

4.2. Diverse Workforce

We will actively seek to create a diverse workforce that reflects the communities we serve. The Group will implement positive action measures to encourage the recruitment and career development of underrepresented groups, particularly in senior and decision-making roles.

We will use diversity data to help us understand how it's going and to enable us to measure how diverse our current workforce is, and their experiences working at Futures. We therefore encourage team members to voluntarily disclose their information on our HRIS so that we can monitor and report on diversity.

Our part-time staff and those on fixed-term contracts will be given no less favourable terms and conditions than comparable full-time or permanent staff (on a pro-rata basis where appropriate), unless different treatment is justified.

4.3. Customer Experiences

Our services will be accessible and responsive to the needs of all our customers. We will take appropriate steps to identify and remove any potential barriers that could hinder access to our services and facilities.

We will monitor customer outcomes for underrepresented customers and work to ensure that outcomes are the same for under and overrepresented customer groups.

4.4. Training and Development

We will provide training and development opportunities for all employees to increase their understanding of equity and diversity issues, as well as to promote inclusive practices throughout the organisation.

4.5. Partnership and Collaboration

We will actively engage with supply chain and stakeholders to share best practices and collaborate on promoting equity and diversity initiatives. We will ensure our supply chain has a positive impact on our communities.

5. Dealing with Discrimination

The group has a zero-tolerance policy on discrimination. Any acts of discrimination, harassment, bullying or victimisation will be dealt with under the Dignity at Work and Disciplinary procedures. Such acts could lead to dismissal without notice.

If any team member believes they've been discriminated against they should complain using the Group's grievance procedure. If it involves bullying or harassment, this procedure will be modified as set out in the Dignity at Work policy.

If any customers or external partner feels they've been discriminated against they should use the Group's complaint procedure to raise this issue