

We commit to

- Promote and enable equality, diversity and inclusion in the workplace and on all programmes and activity
- Engage with and drive initiatives using a diverse steering group of employees from all levels of the trust
- Take seriously complaints of discrimination by employees, participants and the public including formal action under our policies where appropriate
- Review employment practices and procedures when necessary to ensure fairness and inclusivity
- Monitor the make-up of the workforce and participants regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability and use this information to drive fair representation and increased inclusivity.
- Provide fair and equal opportunities for training and development for all staff
- Ensure reasonable adjustments are made for any employee or participants with access requirements or additional support or needs.

Reporting discriminatory practices

Any behavior that contravenes this policy should be reported using any of the following reporting mechanisms. We will treat the matter seriously and sensitively and will thoroughly investigate incidents reported to us.

Staff: Report to your line manager or Sam Meakin (HR Business Partner)

smeakin@brentfordfcst.com

Staff may also use the digital form [linked here](#), this will be accessed by the EDI Lead.

Participants: Report to the coach leading the session

Parents: Report to the coach leading the session

If for any reason you are unable to report the incident directly to the coach please contact Hannah Barnett, EDI Lead, hbarnett@brentfordfcst.com who will deal with the matter.

This Policy is fully supported by Chief Executive Lee Doyle and EDI Trustee Anita Ralli

To be reviewed January 2023