

**FORCED TO FLEE  
EQUALITY, DIVERSITY & INCLUSION POLICY**

*Adopted June 2023*

*For review June 2025*



## **Purpose**

This policy sets out Forced To Flee's ('the organisation') approach to equality, diversity and inclusion. We aim to be an inclusive organisation, committed to providing equal opportunities throughout a person's membership including in recruitment, training and development of Members, and to pro-actively tackling and eliminating discrimination.

## **Equality & Diversity at Forced To Flee**

We are firmly committed to equality and diversity in all areas of its work. We believe that we have much to learn and gain from diverse cultures and perspectives, and that diversity will make our organisation more effective in meeting the needs of all our stakeholders. We are committed to developing and maintaining an organisation in which differing ideas, abilities, backgrounds and needs are fostered and value, and where those with diverse backgrounds and expertise are able to participate and contribute equally within our community. We will regularly evaluate and monitor our progress towards this commitment.

## **Scope**

The rights and obligations set out in this policy apply equally to all Members of the organisation, regardless of an individual's length of membership. It is also applicable to associated persons such as secondees, partners, and any other stakeholders under a Memorandum of Understanding with Forced To Flee.

You have personal responsibility for the application of this policy. As part of your Member induction, you are expected to read and familiarise yourself with this policy, ensure that this policy is properly observed and fully complied with.

## **Our Commitment**

Every Member is entitled to a working environment that promotes dignity, equality and respect for all. Forced To Flee will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against a Member, Applicant, or partner because of a protected characteristic:

- Sex;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race (including ethnic origin, colour, nationality and national origin);
- Disability;
- Sexual orientation;
- Religion and or belief;
- Status (of any kind); and
- Age.

Discrimination on the basis of time commitment which is unjustifiable will also not be tolerated.

All Members will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities at Forced To Flee. Selection for leadership positions, or any other benefit, will be on the basis of aptitude, experience and ability.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with a recognised authority or another trusted Member. You may decide to raise the matter through Forced To Flee's Grievance Policy<sup>1</sup>.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. We will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by the organisation as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith may result in the termination of membership under Regulation A of the Forced To Flee Volunteer Agreement.

Members may also be personally liable for acts of discrimination prohibited by this policy that they commit, meaning that they can be sued by the victim.

### **Application of the Policy**

This policy applies to all conduct in spaces hosted by Forced To Flee and also to conduct outside the organisation that is related to your membership (e.g., at meetings, social events and social interactions with colleagues) or which may impact Forced To Flee's reputation (e.g., the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Forced To Flee)

We set out below some specific areas of application:

a. *Recruitment*

Selection for membership at Forced to Flee will be on the basis of aptitude and ability. Further details is set out in Forced To Flee's Member Recruitment Policy. Where possible, Forced To Flee will capture applicant's diversity demographics as part of its recruitment processes to promote the elimination of unlawful discrimination.

b. *Training*

You may also be required to participate in training and development activities from time to time, to encourage the promotion of the principles of this policy.

c. *Promotion*

All promotion decisions will be made on the basis of merit, and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be

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<sup>1</sup> Available at [forcedtoflee.co.uk/grievance](https://forcedtoflee.co.uk/grievance)

monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

d. *During Membership*

The benefits, terms and conditions of membership and facilities available to Forced To Flee Members will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

**Adherence**

This policy is for guidance only, however, forms part of the Forced To Flee Volunteer Agreement under Regulation C (16).

**Review**

This policy has been in operation since June 2023 and will be reviewed every two years. Therefore, it will next be reviewed in June 2025.