



# Folkestone Nepalese Community (FNC)

## Equality, Diversity & Inclusion (EDI) Policy

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### A) Introduction

Our vision is for FNC to be a successful, caring, and welcoming place for staff, volunteers, and service users. We aim to create a supportive and inclusive environment where our staff and volunteers can reach their full potential, and services are delivered in partnership with the community, without prejudice or discrimination.

We are committed to a culture where respect, understanding, and dignity are fostered, and where the diversity of people's backgrounds and circumstances is positively valued.

This Policy will help us to achieve this vision and demonstrate our commitment to good practice as a registered charity.

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### B) Legal Responsibilities

The rights of our staff, volunteers, and service users are protected under the **Equality Act 2010** and other anti-discrimination legislation.

By adopting this Policy, we accept our responsibility to ensure that discrimination does not occur and that everyone is treated fairly, equally, and with respect.

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### C) Aim

The aim of this Policy is to achieve equality of experience by removing discrimination and promoting inclusion in all areas of our work.

This includes preventing discrimination against, and actively promoting equality for:

- People with disabilities
- People of different sexual orientations
- Transgender and non-binary people
- People of different races, ethnicities, and nationalities
- People of all genders
- People of faith and those with no faith



- People of all ages
  - People from all social and economic backgrounds
  - People with medical conditions
  - Part-time, temporary, and flexible workers
  - People who are married or in a civil partnership
  - Women who are pregnant, on maternity leave, or breastfeeding
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## D) Putting This Policy into Practice

We aim to develop and support equality, diversity, and inclusion measures by:

- Providing service users with information in accessible formats (e.g., different languages, large print, easy-read) where needed.
  - Ensuring services are accessible to people with disabilities, including reasonable adjustments to physical premises and activities.
  - Involving staff, volunteers, service user groups, and community representatives in the design and development of our services.
  - Responding positively to the diverse needs and lived experiences of our staff, volunteers, and service users, even when those needs are complex or challenging.
  - Providing training on equality, diversity, and inclusion to trustees, staff, and volunteers.
  - Taking prompt and appropriate action in response to any complaints, breaches, or concerns related to equality and diversity.
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## E) Comments and Concerns

If you believe you have been treated in any way contrary to this Policy, or if you have any suggestions for improvement, please contact the **Programme & Centre Manager (General Secretary)**.

We will investigate concerns fairly, take appropriate action, and provide feedback to those affected.

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## F) Monitoring and Review

- The effectiveness of this Policy will be monitored regularly by the Trustee Board.
- Equality monitoring data may be collected (on a voluntary basis) to help us understand who uses our services and who may be underrepresented.
- This Policy will be reviewed **at least annually** or sooner if required by law, funders, or circumstances.



Approved by the Committee and Trustees of Folkestone Nepalese Community (CIO) on **24 March 2024**.

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## Document Control

- **Version:** 1.0
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  - **Date Approved:** 24 March 2024
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