



Equality, Diversity, and Inclusion Policy

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Table of Contents

Document Control.....	3
Introduction	4
Policy Objectives	5
EQUALITY	5
DIVERSITY	5
INCLUSION.....	5
Requirements.....	6
Training	6
Responsibilities	7

Document Control

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Introduction

This policy sets out how we at the EPIC Family Community Interest Company uphold diversity and equality across our organisation. The policy applies to everyone in all sections of the business.

Diversity is about understanding, recognising, respecting, and valuing differences. Equality is about managing differences so that everyone has equality of opportunity through a fair and consistent approach to the application of rules, policies, and procedures. We recognise that sometimes this will mean treating people differently. This commitment is relevant to all we do, how we manage ourselves and how we deliver our services.

Policy Objectives

People are what make The EPIC Family CIC great. Our people come from a wide range of cultures and experiences- and the fresh thinking and passion they bring to work every day is a direct result of that tremendous diversity. Our approach is strengthened by a belief that all individuals shall be treated fairly and have access to equal opportunities, regardless of their status. To attract, recruit, train, develop and retain the absolute best people at all levels of the business. We are committed to respecting and embracing talent and working to support a culture that is inclusive and reflective of our vision and values.

We also look for commitment to diversity and inclusion in our suppliers and encourage them to adopt similar beliefs in their relationship with their own employees and suppliers.

Our commitment to upholding equality, diversity, and inclusion, is based on the following principles:

EQUALITY

We promote equality by removing barriers and eliminating unlawful and unfair discrimination and ensuring equal opportunity and access for all groups of people, both within the company and externally amongst those organisations with whom we have formal relationships.

DIVERSITY

We accept each person as an individual. Our success is built on our ability to embrace diversity, and we believe that everyone should feel valued for their contribution. By working together, we will achieve and offer the best possible solutions for our people, our clients, and our business.

INCLUSION

We create a working environment and culture where differences are not only accepted, but greatly valued; where everyone has the equal opportunity to develop in a way that is consistent with our vision and values. Our aim is to be a company where our people feel respected, involved and an essential and important part to the success of our business.

Requirements

The Company aims to ensure that no employee or job applicant is discriminated against or receives less favourable treatment, either directly or indirectly, on the grounds of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation. This commitment applies to the following.

Employees should be protected from discrimination by association.

Equality, diversity, and inclusion should be promoted within the workplace.

We should contribute to generating similar attitudes to ours, in terms of equality, diversity and inclusion, in the wider community. We will also look for similar principles of diversity when we select and manage relationships with our suppliers.

Fair and equitable treatment should be the hallmark of every aspect of working life at The EPIC Family CIC from our written procedures through to every decision we make.

We should promote a culture where employees recognise the value that a diverse and inclusive workforce brings to the company, and where colleagues and external associates are treated with dignity and respect; and

We should create an environment where anyone believing they have been subjected to discrimination, victimisation, or harassment in the workplace, is entitled and feels safe to raise such concerns. We are committed to ensuring that the process for dealing with such concerns is straightforward and will be addressed in a compassionate, efficient, and timely manner.

Training

All team members, including Foster Parents, are required to complete Equality & Diversity Training during their Induction. The short course is available on the www.fosteringtraining.com website and is mandatory to complete within the first two weeks of your Induction plan (Refer to the EPIC Family CIC Induction for further details). Your learning will be discussed with your Supervisor.

All team members, including Foster Parents are to complete refresher training on Equality & Diversity Training every three years, or when there is a significant update to the training.

Responsibilities

The Directors are responsible for:

Reviewing, endorsing, and achieving this policy's aims.

- Recognising their role in being accountable for inclusion and the development of equality and diversity awareness and will lead by example.
- Administering this policy on behalf of everyone at The EPIC Family CIC.
- Developing and rolling out the supporting strategies to drive continual performance improvement.
- Keeping all related procedures under review and monitoring employment practices.
- Providing relevant advice and supporting managers in championing diversity across the company.
- Ensuring that this policy and supporting strategies and procedures are distributed, implemented, and complied with; and
- Leading by example in protecting the brand and championing The EPIC Family CIC knowledge sharing across the divisions.

Managers are responsible for:

- Implementing and enforcing the processes and procedures.
- Ensuring that their people are aware of their responsibilities and receive appropriate training; and
- Addressing any inappropriate behaviour.

Team Members and Foster Parents are responsible for:

- Carrying out their work in accordance with this policy and associated procedures.
- Respecting the rights of all EPIC Family CIC people in an environment that is free from prejudice and discrimination.
- Challenging any behaviour that falls short of the expectations of this policy; and
- Identifying any breaches of this policy and reporting them to their line manager.

At The EPIC Family CIC, diversity and inclusion is central to our success. Our families are remarkably diverse, and we need to ensure that we understand and can meet their needs if we are to be successful. Reflecting the diversity of the UK in our own workforce and fostering households helps us to achieve that goal.

By implementing, supporting, and adhering to this policy we are creating an environment where everyone can provide excellent service to our diverse children and nurture their individual successes, whatever their background.