



Birmingham Parent Carer Forum CIC (BPCF)

Equality, Diversity and Inclusion Policy

BPCF is committed to celebrating diversity, positively promoting equality, fostering equal opportunities and tackling discrimination in all it does. Through all its policies and actions BPCF seek to: -

- be an inclusive organisation
- integrate the principles of equal treatment
- promote diversity into all aspects of our activity
- ensure that all individuals who come into contact with the BPCF, in any capacity, are treated with dignity and respect
- provide a safe, supportive and welcoming environment for all.

This policy should be read and adhered to in conjunction with all our other policies. BPCF is aware that some people in our communities are more likely to experience discrimination than others and we recognise the Protected Characteristics enshrined in UK law which protect against the discrimination of people on the basis of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, marriage and civil partnership.

We believe that all individuals and groups should be treated with respect and valued equally and that no-one, whatever their needs, should be disadvantaged in their contact with BPCF.

BPCF recognise that there are particular inequalities and discrimination that our members may experience due to their life experiences as parent carers of disabled children and young people, and there are some members who will face dual discrimination. The Management Committee may need to work in a range of different or more flexible ways, in order to ensure genuine equality of access or opportunity for groups and individuals who come from a position of persistent and longstanding disadvantage.

We encourage the reporting of any incidents whereby someone is discriminated against as a result of BPCF work.

We regularly review all our policies and procedures to ensure that they comply with legislation and good equalities practice.

We take all steps in our power to make our activities accessible to everyone and we actively seek to remove any barriers in BPCF work that may prevent someone from taking part.