



**Future  
Governance  
Forum**

## **Equality, Diversity and Inclusion Policy**

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### Introduction

Discrimination, harassment and bias have no place at The Future Governance Forum (FGF). FGF is committed to fostering and promoting an inclusive, equitable and diverse environment where people from all backgrounds feel valued, respected and empowered to contribute. This policy outlines our approach to embedding Equality, Diversity and Inclusion (EDI) principles into all aspects of FGF's activities, operations, and governance.

### Scope

This policy applies to our employees, contractors, board members, associates, event participants and other stakeholders.

### Policy Statement

FGF recognises the inherent value of diversity. We strive to:

- Ensure equal opportunities and access for all, regardless of race, ethnicity, gender, sexual orientation, ability, age, socioeconomic background, religion or other dimensions of identity.
- Foster an inclusive environment that respects and values diverse perspectives and experiences.
- Address barriers and biases that limit participation and representation in our governance and activities.

### Objectives

FGF aims to achieve the following objectives:

- **Representation:** Increase the diversity of voices and perspectives represented across all levels of the organization, including leadership, decision-making bodies, and participant groups.
- **Accessibility:** Ensure that all events, materials and opportunities are accessible to all.
- **Culture:** Create an open and inclusive organisational culture, where EDI principles are integral to all our activities, policies, strategies and decision-making processes.

### Implementation

FGF is committed to implementing this EDI policy. We will ensure that:

- Our **leadership** actively champions and models EDI principles.
- We use equitable **recruitment** practices to attract a diverse range of candidates for staff, board and supplier positions.
- We provide EDI **training** for our staff and board members to enhance awareness and build inclusive practices.
- We provide equal access to **career development** and leadership opportunities.

- We actively listen and respond to **feedback** from employees to improve our workplace culture.
- We design events, resources, and activities to be **accessible to all** participants.
- We **address** discriminatory behaviour or failure to adhere to this policy promptly through our Disciplinary Procedure (employees) and through other appropriate action for external contacts.

### **Raising concerns**

The FGF senior management team is responsible for monitoring adherence to this policy. If you believe that FGF is failing to deliver against its stated commitment to EDI you should:

- If you are an employee, discuss your concerns with your line manager or with the Operations Manager or, if appropriate, through the FGF Grievance Procedure.
- If you are a contractor, supplier or participant in our activities, email [hello@futuregovernanceforum.co.uk](mailto:hello@futuregovernanceforum.co.uk) or raise your concerns with your lead contact at FGF.

All concerns will be fully investigated, and appropriate actions taken. FGF will not tolerate any form of intimidation, reprisal or retaliation against anyone who in good faith reports suspected instances of discrimination.