

DOC-QUA-0011

Equity, Diversity & Inclusion Strategy

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Priority Level Review required Red - within 1 year; Amber – within 2 years; Green - within 3 years	Amber

Distribution

All Futures employees and apprentices, customers, subcontractors and grant recipients

Related Policies	
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Version	Date	Author	Author's job Title	Changes
V3	03/01/2019	AT		Check by Futures Policy Lead – minor changes to date, version no. etc.
V1	2019			
V2	2019	TF		Minor Changes to reporting structure of impact plan
V3	2022	Loran Tapping	Governance Administrator	Transferred to new template. Interactive contents page added. Classification level added. Document Reference number added.
V4	25/6/2024	Karenza Morgan	DSL	Review and minor name changes

For Information: Where we refer to as 'Futures' in this policy – we are referencing a group of companies made up of Futures Advice, Skills & employment Ltd and Nottingham & Nottinghamshire Youth Support Ltd

To keep things simple throughout this document, 'we' and 'us' means the Group Companies and its associated brands. This policy applies across all companies within the Group.

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1. Purpose

Our Equity, Diversity & Inclusion sets out our commitment to Equity, diversity and inclusion and to address the statutory duties as defined in the Equality Act 2010 and Public Sector Equality Duty April 2011.

Futures take a zero tolerance stance against all forms of unlawful and unfair discrimination. The purpose of this strategy is to provide clear principles and guidelines regarding our commitment to Equity, Diversity & Inclusion and states how we will actively strive to promote equity and fairness in all areas of our work.

Equity, Diversity & Inclusion cannot be taken in isolation – they must be integrated into everything we do in order to improve our employment practices and the services we deliver.

2. Our Commitment and Intention

Here at Futures, we pride ourselves on being a provider that actively promotes Equity, Diversity & Inclusion, tackles discrimination and exemplifies British Values in everything we do. We are fully committed to making the principle of Equity, Diversity & Inclusion a reality and ensure that it is embedded into all of our practices as well as our policies and procedures.

We will also ensure that all subcontractors adhere to the principles of Equity, Diversity & Inclusion as a contractual requirement. We will do everything possible to ensure that customers have fair, equitable and inclusive access to our services and resources whatever their background or socio-economic status, and that those services are effective irrespective of race, gender, disability, age, sexual orientation, religion or belief, pregnancy and maternity, marriage and civil partnership, gender-reassignment, HIV status, care status, unrelated criminal convictions or any other individual characteristic that may limit a person's opportunity in life or any other criteria that cannot be shown to be justified.

a) Futures' commitment to customers, employers, learners, partners, funders, subcontractors and grant recipients:

- Ensure that our work with customers, partners, employers, funders and subcontractors is free from any form of prejudicial bias, discrimination, harassment and victimisation.
- Actively develop specific initiatives to address protected characteristic group imbalance in performance and outcomes with a view to advancing equity of opportunity.
- Actively champion people with disabilities and portray them in a positive light, and take the lead in countering negative stereotyping across all disability groups..
- Actively seek feedback from protected characteristic groups to ensure equal access to services and appropriate support provided.
- Ensure that we are contract compliant in terms of Equity, Diversity & Inclusion.
- Effectively work with and share practice relating to Equity, Diversity & Inclusion with partners, funders and subcontractors.
- Foster good relations between people (those sharing a protected characteristic and those who do not) when delivering services.

- Ensure that the information, publicity and advertising over which we have control or influence does not reinforce stereotyping or any form of prejudicial bias and discrimination in relation to all protected characteristic groups. This will include more explicit promotion of how Futures actively strives to promote equity and fairness in all areas of our work.
- Use protected characteristic group data to identify potential limitations and barriers in existing funded provision, which then informs targeted commissioning and bidding for funding to provide additional support, required.
- Enabling and encouraging all sections of the local community to take up educational opportunities and activities that are provided by the company.
Programme organisation and learning materials will take account of the learners needs.
- Based on our Equity, Diversity & Inclusion Policy, provide ongoing staff training, access to relevant resources and sharing of best practice
- In line with our “enabling” approach with subcontractors, we also support them to meet and add value to the contract through sharing of best practice and ongoing continuous professional development relating to Equity, Diversity & Inclusion.
- We will work to establish a workforce that broadly reflects the local community as well as having the necessary and appropriate skills base to work across all communities.
- Ensure customers with additional needs are supported effectively.

b) Futures’ commitment to staff

Futures’ aim to be an employer of choice, characterised by recruitment, promotion and retention of our highly talented staff who are committed to the vision of the Company. Futures will treat all staff fairly and will create a positive working environment to enable all to contribute their best (see the Equity, Diversity & Inclusion Policy for further information).

Futures is a disability confident employer and will take positive steps to ensure that staff with disabilities are able to use their abilities more effectively within the organisation. We also provide support to staff who may choose to carry out religious observances whilst at work.

3. Equity, Diversity & Inclusion Impact plan.

Our Equality objectives help us to focus on reducing inequality. An annual Equity, Diversity & Inclusion (EDI) Impact Plan is established each year in line with annual business planning (December – February) and the annual review of the EDI policy. The Impact Plan enables Futures to actively demonstrate our achievements and successes on an annual basis. The Impact Plan sets out activities in line with Ofsted education inspection framework:

- Quality of education – includes ongoing continuous professional development (CPD) of staff.
- Personal development
- Behaviour and attitudes
- Leadership and management

The EDI Lead working with divisional EDI leads and the EDI Exec Group will compile the draft EDI Impact Plan. Feedback from customers, partners, funders, subcontractors and staff is also incorporated into the Plan.

Ambitious objectives are set with SMART measures to assess impact. The objectives are RAG rated i.e. **Red** and **Amber** rated objectives are reviewed every 6 months; **Green** rated objectives every 8 months.

The draft EDI Impact Plan is then challenged and endorsed by the Leadership Team and Executive Board to ensure that the Impact Plan is sufficiently challenging to achieve Futures EDI strategy.

Once approved, the EDI lead will co-ordinate implementation of the Plan with regular reviews with divisional EDI leads to check progress and impact. Where appropriate, specific objectives are also incorporated into Futures business plan, divisional business plans, Futures CPD plan, quality improvement plans and subcontractor continuous improvement reviews.

Six monthly reviews take place at different levels within the company:

- The EDI Impact Plan is reviewed by the EDI Lead and EDI Exec Group with divisional EDI leads every 6 months to review progress, assess impact and identify possible further EDI objectives based on data presented. The EDI Exec Group meet on a quarterly basis reviews the plan.
- The Leadership Team is given an update on progress and impact with the opportunity to challenge.
- The EDI Board Lead and CEO provide the Executive Board with a summary of progress and impact for them to debate and challenge as appropriate. The EDI Board Lead and CEO will then provide feedback to the Customer EDI Lead and EDI Exec Group where action is required.

The EDI Impact Plan is located in the Policy Zone of Futures Intranet.

4. Governance relating to Equity, Diversity & Inclusion

Through the EDI Board Lead and CEO the Executive Board has a key role in ensuring that:

- EDI is an integral part of Futures strategy and business planning and Futures is fulfilling its responsibilities under the Equality Act 2010, Public Sector Equality Duty April 2011
- Ambitious objectives are set for the EDI Impact Plan which are reviewed and challenged by the Executive Board (led by the EDI Exec Group Lead).