



Our commitment to diversity and equality of opportunity

Phoenix Futures believes that diversity is our strength, and that we actively support equal opportunities in all areas of our services, recruitment, employment and management practices.





We expect everyone that we work with to contribute to an environment in which people are treated with respect and their contribution is valued.

The way we work reflects the mission of Phoenix Futures and is governed by the legislation that outlaws discrimination and promotes equality and diversity.

Phoenix Futures delivers services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access for individuals.

We will make reasonable adjustments to working practices, equipment and premises and offer, where appropriate, additional support so that people are able to take a full and active part in our work.

We will:

-  **Ensure that our equal opportunity policy is known to everyone we work with and to potential clients and staff.**
-  **Provide training to support this policy.**
-  **Monitor and review the policy through our Equalities & Diversity Working Group.**
-  **Take appropriate action against those who do not keep to this policy.**