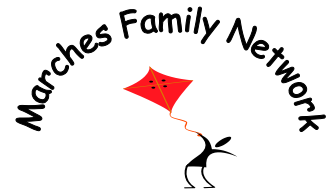


MARCHES FAMILY NETWORK
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EQUALITY & DIVERSITY POLICY –
SERVICE USERS & FAMILY CARERS



Marches Family Network recognises that the Equality Act 2010 protects people from discrimination on the basis of certain characteristics referred to as 'Protected Characteristics'. For people using our services the protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

All service providers have a responsibility under the law to treat their service users fairly. MFN is committed to promoting anti-discriminatory practice and eliminating all forms of both direct and indirect discrimination, harassment, and victimisation.

MFN aims to ensure that all services provided by them:

- meet the varied individual needs and expectations of people
- offer everyone equal access
- are relevant, responsive and sensitive to all
- are delivered in a fair and equitable manner

In order to achieve this, MFN formulates policies, procedures and practices to provide, and facilitate access to, the services required by service users. MFN also develops collaborative relationships with other organisations to facilitate access to other services and support.

Choice, flexibility and differentiation are key to how MFN provide services that ensure all children, young people and families who are eligible to use our services are supported to do so.

Approved by Trustee Board **July 2016**

Signed

Print Name

Review date **July 2018**