



Fishing into the Future

Equality, Diversity and Inclusion Policy

Fishing into the Future is committed to encouraging equality, diversity and inclusion among our staff, board members and those who participate in our work. We are committed to eliminating unlawful discrimination.

We recognise that some individuals, groups and communities are more likely to face discrimination, harassment and exclusion in society, and that it is possible to ignore or discriminate against groups unintentionally, without realising we are doing this. This statement aims to help Fishing into the Future create an environment which is safe and inclusive for all who wish to join and participate in our work. The aim is for our staff, contributors and board to be representative of all sections of society, to reflect the people we work with as a charity, and for each employee, partner and board member to feel respected and able to give their best. FITF is also committed against unlawful discrimination of people involved in our work or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for employees, the Board of Trustees, and the people and organisations we work with in our charitable activities.
2. Not unlawfully discriminate because of characteristics protect by the Equality Act 2010 :
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy



- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace and in the delivery of our charitable work.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
3. Hold accessible meetings and events. Considering accessible premises for people with disabilities and providing information in a variety of formats suitable for the people involved. We will reassess our accessibility requirements at least annually, aiming to adapt for the participants of each event or workshop.
4. Work with underrepresented groups, such as engaging in the Women in Fisheries UK group and unrepresented people working in fishing communities.
5. Take steps that will help to create a more inclusive environment for the LGBTQI+ community in the fishing and seafood sector. We commit to fostering an environment where all individuals feel safe, valued, and respected.
6. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, trustees, participants and any others during charitable activities.
7. Have zero tolerance of sexual harassment, which is an employment rights matter and a criminal matter. In addition, we note that harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
8. Make opportunities for training, development and progress available, encourage staff and Trustees to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency and effectiveness of FITF.
9. Monitor the make-up of the staff and board of trustees regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion.
 - a. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

FITF commits to continuously seeking to improve our practices to ensure that our workplaces are welcoming and supportive for all.

This commitment includes informing employees and the Board of Trustees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include



staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Our Grievance & Complaints Procedure

Employees can raise a grievance with their line manager, the FITF Chair or Vice Chair, or specific designated members of the Board of Trustees. Use of the organisation's grievance procedure does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Details of the Fishing into the Futures Complaints Procedures can be found at <https://www.fishingintothefuture.co.uk/about/governance/>.

Agreement to follow this policy

The equality, diversity and inclusion policy has been prepared by the FITF Executive Director and agreed upon by the Board of Trustees.

This policy will be reviewed every 2 years

Signed:

A handwritten signature in black ink, appearing to be 'E. T.', written over a horizontal line.

Date: 01/07/2024