

# EQUAL OPPORTUNITIES

Throughout this document, FBMF is used to represent

## **The From Boyhood to Manhood Foundation**

### Young People

The From Boyhood to Manhood Foundation is an education provider that does not unfairly discriminate.

Within this framework, the Foundation is committed to equality of opportunity for all young people.

Accordingly:

- a) FBMF is committed to extending the interests of those whom it serves, to young people in all parts of society.
- b) No young person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- class;
- ethnic origin, nationality (or statelessness) or race;
- gender;
- marital or sexual status;
- mental or physical ability;
- political or religious belief.

All individuals involved with FBMF should seek to practise that equality, especially in promoting access to education for young people in all parts of society. FBMF opposes all forms of racism.

To carry out its work FBMF seeks to appoint effective and appropriate members of staff and volunteers and to involve other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment. The overriding considerations in making all appointments shall be the safety and security of young people, and their continued development in accordance with the purpose's of FBMF's existence.

Accordingly, all those whom FBMF accepts as volunteers must be 'fit and proper' persons to undertake the duties of the particular position to which they have been appointed.

In making an appointment to a particular leadership or support position it may be appropriate to consider the gender and/or ethnicity of the potential appointee, in particular to ensure appropriate composition of leadership or supporting teams.

The physical and mental ability of a particular potential appointee to fulfil a particular role will always be a relevant factor to consider.

Within these constraints, and those imposed by the need to ensure:

- the safety and security of young people;
- the continued development of young people;

and:

- equal opportunities for all;

no person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- class;
- ethnic origin, nationality (or statelessness) or race;

- gender;
- marital or sexual status;
- mental or physical ability;
- political or religious belief.

All adults at FBMF have a responsibility for the operation of our equal opportunities policy.