



Equality, Diversity & Inclusion Policy

Version: V1.0

Approval Date: June 2026

Review Date: June 2027

Approved By: Co-Founders

1. Policy Statement

At Coastline Futures, we believe that everyone should be treated with dignity, fairness and respect.

We are committed to creating an inclusive environment where diversity is valued, individuality is celebrated and barriers to participation are actively challenged.

Our vision is to support young people to **Aspire • Achieve • Advance**, regardless of their background, identity or circumstances.

We recognise that many of the young people we work with may have experienced disadvantage, trauma, interrupted education, discrimination or social exclusion. We are committed to ensuring that every learner has equitable access to opportunities, support and positive outcomes.

2. Our Commitment

Coastline Futures is committed to:

- Promoting equality of opportunity for all.
- Creating welcoming, safe and inclusive environments.
- Treating everyone with dignity and respect.
- Valuing diversity and recognising individual strengths.
- Challenging discrimination, bullying, harassment and victimisation.
- Removing barriers to participation wherever possible.
- Making reasonable adjustments to support individual needs.
- Encouraging Service Users, staff and partners to celebrate difference and promote inclusion.

3. Protected Characteristics

We are committed to meeting our responsibilities under the **Equality Act 2010**.

We will not discriminate on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity or nationality
- Religion or belief
- Sex
- Sexual orientation

We are committed to ensuring these characteristics are respected and protected throughout all aspects of our work.

4. Service Users

We believe that every young person has the right to:

- Feel safe and respected.
- Access learning opportunities that meet their needs.
- Be treated fairly and without discrimination.
- Have their views listened to and valued.
- Receive appropriate support to achieve positive outcomes.
- Learn in environments that celebrate diversity and promote inclusion.

We will make reasonable adjustments and provide additional support where appropriate to ensure Service Users can participate fully in our programmes.

5. Staff, Volunteers and Partners

We expect all staff, volunteers, directors and partners to:

- Treat others with dignity and respect.
- Promote equality and inclusion.
- Challenge discriminatory language or behaviour.
- Actively contribute to inclusive environments.
- Undertake relevant training and professional development.
- Report concerns relating to discrimination, bullying or harassment.

We will not tolerate discrimination, harassment, bullying or victimisation in any form.

6. Accessibility and Inclusion

We are committed to making our services as accessible as possible.

This includes:

- Providing information in alternative formats where appropriate.
- Making reasonable adjustments for Service Users and visitors.
- Considering physical accessibility of venues.
- Supporting communication and learning needs.
- Working collaboratively with Service Users, families and professionals to identify and remove barriers.

7. Monitoring and Review

The Co-Founders are responsible for ensuring this policy is implemented effectively.

We will:

- Review this policy annually.
- Seek feedback from Service Users, staff and partners.
- Monitor participation and outcomes where appropriate.
- Take action where barriers or inequalities are identified.

We are committed to continual improvement and ensuring equality, diversity and inclusion remain central to our culture and practice.

8. Related Policies

This policy should be read alongside:

- Safeguarding Policy & Procedures
- SEND & Additional Needs Statement
- Complaints Policy
- Health & Safety Policy
- Privacy Policy
- Prevent Duty Statement

9. Contact Us

If you have any questions regarding this policy or wish to discuss accessibility or inclusion, please contact:

Coastline Futures Ltd

General Enquiries

info@coastlinefutures.co.uk

Safeguarding

safeguarding@coastlinefutures.co.uk

Policy Information

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