



Family Solutions (uk) Ltd

In association with Freelance Social Work Services Ltd

FAIR ACCESS, DIVERSITY & INCLUSION STATEMENT

Family Solutions (UK) Ltd recognises that inequality, unfair treatment and discrimination can and does occur in any part of any society. Family Solutions (UK) services should never be considered to be immune from unfair, unequal or discriminatory practices although measures can be put in place to significantly reduce the likelihood of this occurring.

Family Solutions (UK) aims to uphold the right of its employees and people who use its services to be treated fairly and without discrimination at all times. Family Solutions (UK) further upholds the right of those people to express their concerns or complaints and for them to be heard and dealt with appropriately.

Family Solutions (UK) as an employer and service provider shall take all reasonable and practical measures to ensure its practices are free from discrimination and are inclusive and accessible to all.

Family Solutions (UK) wishes to set minimum standards in accordance with the law and the requirements of those who commission and fund services against which service delivery and employment shall be undertaken. Those standards are set out in the Company's policy for Fair Access, Diversity & Inclusion.

In summary, standards shall:

- Promote 'Equality of Opportunity'
- Address and tackle discrimination in ways that are positive and valuing
- As far as practically possible, actions under the Policy should be proactive rather than reactive in nature.

David Lawrence
Director