

FBTCIC Equal Opportunities Policy

Foundations of Buddhist Thought CIC's (FBTCIC) Commitment to Equal Opportunity

Equal opportunity is built into our ethos as a company. As an organisation offering online Buddhist programmes, we are naturally and strongly committed to inclusivity and universal human rights, and this extends to our own workforce, our volunteers, our customers and all members of society.

Any action taken by any person connected with the FBTCIC which devalues another person, or threatens their sense of self respect or the respect they deserve from others, is against our commitment to equal opportunity. Wherever such behaviour is found in the FBTCIC, it will be appropriately addressed, and action will be taken, including disciplinary or legal action where appropriate.

People will be treated with dignity and respect regardless of

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin or identity
- religion, belief or lack of religion/belief
- sex
- sexual orientation as per the Equality Act 2010

Our Policy in Practice

FBTCIC is opposed to all forms of unlawful and unfair discrimination. We are not just tolerant of a diversity of backgrounds and perspectives, but actively seek them out as something which strengthens our organisation. We want to recruit, develop and retain the most talented people possible, without regard for their background. And we seek to make the best use of their talents to increase our organisation's effectiveness.

We seek to develop a work environment where each employee is appreciated as an individual, and treated with fairness and consistency.

We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity for all people and actively challenging discrimination, should it ever arise.

We seek to create an environment in which staff and customers feel they can make a complaint about unfair treatment of themselves or others, without fear of reprisal in any form or fear of not being taken seriously.

We will remove unnecessary barriers for our employees seeking opportunities through training and development, promotion and career planning. Because our business model includes taking future employees from within our customer base, a degree of training and development is built right in to our programmes themselves.

Who does the Policy apply to?

All individuals within this organisation are responsible for compliance with this Policy, and for the positive attitude it requires. All external persons connected with the FBT are encouraged to uphold the same responsibility and commitment.

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Review and Implementation

In order to sustain and increase our skill in promoting a culture of equality for all, we will conduct an annual review of our workforce and customer base to ensure we are succeeding in our intention of inclusivity. We will include questions about equality in our student surveys (which are distributed annually), and will respond to any indications that we are falling short in this area. If it does come to our attention that we are falling short of meeting our commitment to equal opportunity, we will put into place extra measures to attract and include greater diversity, and to remedy any organisational failings when it comes to equal opportunity for all. This will include education of relevant staff, creation and implementation of improved procedures and if necessary, disciplinary measures.

Grievance and Complaints Handling

We also aim for our complaints handling procedure to be clear and easy to implement, so that any employee or customer who feels unfairly treated has a clear course of action to resolve the situation. Complaints handling procedure will be prominently featured on our website, and will contain 3rd party agencies which can provide advice and support.

All complaints will receive prompt attention and will be properly investigated. We will seek to resolve them as quickly as possible. Sometimes it may be possible for an employee affected by the behaviour of another simply to ask the harasser to stop, or make it clear that the behaviour is unwelcome. If this is appropriate, then the employee should do this. However, such an approach may not be appropriate and employees should feel able to raise matters at any time with their line manager or with one of the Directors under the business's Grievance and Complaints Handling Procedure.

Responsibility

Responsibility for making sure that FBTCIC fulfils its obligations under this Policy rests with all the Directors.

Website: Grievance and Complaints Handling Procedure

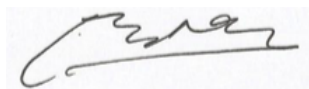
If you feel your basic human rights have been breached by someone in connection with FBTCIC, promptly report the incident to one of the three Directors, who will be the responsible party to take action. Contact information is on the website's contact page.

Or, if in the UK, contact one of the UK advice agencies that help protect human rights listed on this page:

<https://www.equalityhumanrights.com/en/advice-and-guidance/getting-help-and-advice>

Directors

Geshe Tashi Tsering



Peter Watson



Trisangma Watson



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