EQUALITY AND DIVERSITY POLICY

Policy owner	Founder/CEO — Shaykh Dr. Abdifatah Ali Ahmed
Applies to	All staff, volunteers, associates and service users
Review cycle	Annually
Last reviewed	July 2026
Next review	July 2027

1. Purpose

Manara Community Solutions is committed to promoting equality, valuing diversity and ensuring fair treatment for everyone who works with, works for, or accesses services from our organisation. This policy sets out our approach in line with the Equality Act 2010 and our own faith-based values of respect and compassion.

2. Our Commitment

- We will not discriminate, directly or indirectly, against any individual on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- We will treat all individuals with dignity and respect, in keeping with Islamic principles of justice and fairness.
- We will make reasonable adjustments to remove barriers for disabled staff, volunteers and service users wherever practicable.
- We will ensure our recruitment, service delivery and decision-making processes are fair, transparent and free from bias.

3. Service Delivery

While Manara is a faith-centred organisation rooted in Islamic values, our services are delivered with sensitivity and respect to individuals of all backgrounds. We will not refuse a service to anyone on the basis of a protected characteristic, and we will adapt our approach where needed to meet individual needs.

4. Recruitment and Employment

- Job and volunteer opportunities will be advertised openly and assessed against clear, relevant criteria.
- Selection decisions will be based on merit, skills and suitability for the role.
- Genuine occupational requirements relating to faith or cultural competency, where applied, will be justified and lawful under the Equality Act 2010.

5. Harassment and Bullying

Harassment, bullying or victimisation of any kind will not be tolerated. Any such behaviour by staff, volunteers or service users may result in disciplinary action or, where appropriate, withdrawal of services.

6. Raising Concerns

Anyone who believes they have experienced or witnessed discrimination, harassment or unfair treatment should raise this with the Founder/CEO or via our Complaints Policy. All concerns will be treated seriously, investigated fairly, and handled confidentially.

7. Responsibility

Overall responsibility for this policy rests with the Founder/CEO. All staff and volunteers are responsible for applying this policy in their day-to-day work and for treating colleagues and service users with fairness and respect.

8. Monitoring and Review

This policy will be reviewed annually, or sooner if there are changes in relevant legislation, to ensure it continues to reflect best practice and legal requirements.