Equality & Diversity Policy

Policy Statement

BE THE CHANGE YOUTH PROJECT is committed to equality and diversity. The club is open to all regardless of age, colour, disability, ethnic origin, sex, gender reassignment, HIV status, marriage and civil partnership, nationality or national origins, race, religion or beliefs, responsibility for dependents, sexual orientation, pregnancy and maternity. We will not tolerate attitudes and behaviour that amount to discrimination on these grounds.

Equality and diversity is about accepting people's differences and creating an environment in which all can thrive and contribute. BE THE CHANGE YOUTH PROJECT is committed to ensuring that all feel valued, that the skills and talents of individuals are recognised and fully utilised and that the environment in the club is productive and rewarding. The club is a place where there is respect for difference in culture and experience.

All leaders will be made aware of the contents of this policy as part of the induction process.

BE THE CHANGE YOUTH PROJECT will be active in making sure all its policies and procedures are fair and no member is disadvantaged when participating in the club activities it provides.

BE THE CHANGE YOUTH PROJECT is also aware of how people can be subject to harassment on a wide variety of grounds and take many forms. Harassment is a physical, verbal or non-verbal action which is unwelcome, unwanted and offensive to the recipient and has the effect of violating their dignity and creating an intimidating, hostile, degrading, humiliating or offensive atmosphere for that person. This can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the expression of racist, homophobic, etc views, lewd comments and innuendo, sending offensive text messages.

BE THE CHANGE YOUTH PROJECT is responsible for implementing this policy and upholding its principles in everything it does.

Procedures

We will make sure that:

• We promote respect for other people and treat everyone fairly

• Young people and adults are able to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation

• Young people and adults recognise and challenge prejudice and discrimination

• Everyone has an equal opportunity to be considered as a volunteer leader

• All leaders will have equal access to training opportunities

• All young people will have equal access to club activities and training opportunities

• The policy is applied when recruiting volunteers

• We monitor what we do to meet any legal requirements and so that this policy is implemented properly and understood by all

• We take incidents, including those of harassment and bullying, seriously

• Any issues of inequality, harassment or discrimination should be reported to the Head of programme and CEO, who will enable the parties involved to give their version of events before considering further action.

• The Head of Program will respond quickly and impartially to such issues after consulting with the CEO.

The procedures laid out in this policy are with regard to legislation defined by the Sex Discrimination Act 1975 (amendments 1986 & Gender Reassignment Regs 1999); the Race Relations Act 1976 and the Amendment Act 2000; the Equal Pay Acts 1970 (amended 1974 & 1983) & 1975; the Disability Discrimination Act 1995; the Employment Protection Act 1978 the Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Employment Equality (Religion, Belief, Sexual Orientation) Regulations 2003 (Age) 2006; Disability Equality Duty 2006; Equality Act 2006; Gender Equality Duty 2007; Trade Union and Labour Relations Act 1992; Asylum and Immigration Act 1996 and 1999; Human Rights Act 1998; Protection from Harassment Act 1997, the Equalities Act 2010. 3