

Equality and Diversity Policy

MAY recognises the value of every individual. Our aim is for an organisational culture that respects the diversity of young people, their families, and adult volunteers and staff, and enables everyone to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement with the youth club. To this end, MAY acknowledges the following basic rights for all to:

- receive a professional and appropriate service
- be treated with respect and dignity
- be treated fairly with regard to all procedures, assessments and choices
- receive encouragement to reach their full potential

These rights carry with them responsibilities and MAY requires all staff and volunteers to recognise these rights and to act in accordance with them in all dealings with others (MAY Code of Conduct).

Youth club members must also abide by their responsibilities to treat others with respect. MAY will support and encourage young people to take responsibility for their own behaviour and attitudes.

MAY will comply with all relevant legislation and good practice, making reasonable allowances and planning activities with the aim that no individual will be unjustifiably discriminated against.

MAY has a statutory duty of care to protect service users from discrimination due to the protected characteristics in law. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Further, MAY recognises the harm and unequal access to resources due to discrimination that is not included in the Equality Act, and aims to protect services users from such discrimination, or provide more equal access to opportunities and resources to those affected. Such discrimination includes the inequalities experienced by people on a low income; people experiencing rural disadvantage; discrimination due to refugee status or family background; and dual discrimination.

MAY staff and volunteers will engage with people to ensure the service offered at the Yard is relevant to their needs.

MAY staff and volunteers will aim to empower people to recognise and counter discrimination, and be supported in doing so. No form of intimidation, bullying or harassment will be tolerated.

Responsibility

MAY Board of Trustees, in conjunction with the Chair of Trustees or his / her nominated representative, has overall responsibility for ensuring that the organisation operates within a

framework of equality of opportunity. The Chair of Trustees will co-ordinate related activities, facilitate developments and communicate responsibilities to all staff, volunteers and young people.

Implementation

We will ensure:

- an active commitment to equality and diversity within the organisation.
- services offered are consistent with, and promote, equality and diversity.
- training at all levels of the organisation, including those at senior management level.
- that MAY organises and contributes to specific events, campaigns, and projects promotion of equality of opportunity, diversity and anti-discriminatory practice.

Complaints

Any complaint against staff or volunteers will be taken seriously and dealt with in a timely and sensitive manner, in accordance with MAY's Whistleblowing and Complaints procedures, viewable on the club website (www.theyardyouthclub.org) or at The Yard.

*Equal Pay Act 1970; Race Relations Act 1976; Sex Discrimination Act 1975; Disability Discrimination Act 1995; Employment Rights Act 1996; Human Rights Act 2000; Employment Relations Act 1999; Part-time working regulations 2000; Race Relations (Amendment) Act 2000; Race Relations Act 1976 (Amendment) Regulations 2003; Employment Equality (Sexual Orientation) Regulations 2003; Employment Equality (Religion or Belief) Regulations 2003; Disability Discrimination Act 2005; Employment Equality (Age) Regulations 2006; Equality Act 2010