

# Equality, Diversity & Inclusion Policy

## Policy Statement

Youth Resource Services is committed to equality, diversity and inclusion to create a culture which promotes equality and inclusion for all and where there is respect for difference.

**Youth Resource Services is open to all** regardless of age, colour, disability, ethnic origin, sex, gender identity, HIV status, marriage and civil partnership, nationality or national origins, race, religion or beliefs, responsibility for dependents, sexual orientation and pregnancy and maternity. We will not tolerate attitudes and behaviour that amounts to discrimination, direct or indirect, which restricts or hinders the promotion of equal opportunities and diversity.

## **Youth Resource Services will promote equality, diversity and inclusion by:**

- Working towards the elimination of discrimination, whether direct or indirect and bullying
- Striving for fairness, impartiality and consistency in all our working practices
- Making all staff, volunteers and trustees aware of the contents of this policy
- Ensuring that all staff, volunteers and trustees are aware of how people can be subject to harassment on a wide variety of grounds and that it may take many forms
- Creating a culture where equality is at the core of all our activities by
  - promoting respect for other people and treat everyone fairly
  - ensuring that the young people we work with are aware of this policy and our expectations of them
  - ensuring young people and adults are able to recognise and challenge prejudice and discrimination including unconscious bias
  - enabling young people and adults to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
  - striving to meet each individual's particular needs
- Ensuring that all parties know how to, and are able to report an incident that may contravene this policy.

**Harassment – Youth Resource Services recognises that** 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.

**Complaints & Grievances** involving any job applicant, employee, volunteer or young person who feels that someone has discriminated against them can raise this through the 'Complaints and Grievance Procedure'. The use of this internal procedure does not remove the individual's right under the law to take a case to an Industrial Tribunal. If there is evidence to show that discrimination has taken place as a result of someone's actions that are contrary to laid down procedures, they will be personally responsible for that action and The Rendezvous may decide not to assist them in their defence.

No-one who brings a complaint or grievance in good faith under the Policy will be subject to victimisation or any other detriment as a result of their action

## **Responsibility**

Specific responsibility falls upon the Board of Trustees, the Chief Executive, volunteers, others involved in recruitment, employee administration, training and all other personnel. The Rendezvous, as an employer, may be held responsible for the actions of their employees if they act in a discriminatory way.

Signed:

Name and position: Stephen Uden, Chair of Trustees

Date: May 2021

Date for Review: May 2023

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.