

CORFE MULLEN YOUTH TRUST

EQUALITY AND DIVERSITY POLICY



1. INTRODUCTION

Equality and diversity should always be taken into account by staff, volunteers and young people attending Corfe Mullen Youth Trust (the 'Trust') activities. The Trust will try and ensure that everyone is treated equally and fairly:

- Diversity amongst staff, volunteers and young people will be valued. Differences and individual skills will be promoted and utilised.
- The same opportunities for involvement will be provided for staff, volunteers and young people.
- The differing needs of individual staff, volunteers and young people will be taken into account when booking venues and arranging the dates and times for activities.
- Activities will be arranged so that as many people as possible have the opportunity to attend and to gain access to a venue.
- The Trust will always abide by current legislation on Equality and Diversity.

2. INVOLVING AND REPRESENTING THE COMMUNITY

- a) The Trust will actively seek to increase membership in order to represent an accurate cross-section of the community, including hard to reach groups and those who are under-represented.
- b) The Trust will attempt to increase involvement and representation by advertising activities in a wide variety of locations.
- c) Publicity and advertising, where possible, will be made available in a variety of different formats to include the whole community.
- d) The Trust where possible will seek to assist minority and hard to reach groups by identifying their needs in the community and establishing links with other organisations.

3. CONDUCT DURING CLUB SESSIONS

- a) The Trust will not tolerate any discriminatory or offensive behaviour.
- b) The Trust will not tolerate racist, sexist or discriminatory remarks (relating to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) during activities.

4. RECRUITMENT AND SELECTION OF STAFF/VOLUNTEERS

- a) The Trust aims to provide equal opportunities for its employees, job applicants and volunteers.
- b) The Trust recognises the benefits of drawing on the skills of individuals from a wide range of backgrounds who will all play their part in making the Trust successful.
- c) The Trust will ensure that job applicants will not receive less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race including ethnic or national

origin, colour and nationality, religion or belief, sex and sexual orientation or any other factor that is irrelevant to the selection process.

5. TRAINING, DEVELOPMENT AND SUPERVISION

- a) Training to raise awareness of equality and diversity issues will be offered to all staff and volunteers of the Trust.
- b) Training to be provided to ensure that all of the Trust's staff and volunteers are aware of their rights and responsibilities under the Equality and Diversity Policy.

6. UNACCEPTABLE BEHAVIOUR

- a) The Trust's staff, volunteers and young people have a responsibility to report all incidents of harassment or discrimination to the Senior Youth Support Worker.
- b) Incidents of discrimination or harassment will be treated seriously by the Senior Youth Support Worker and dealt with fairly.
- c) The Senior Youth Support Worker will put in place an adequate system or procedures in order to deal with any form of harassment, unfair discrimination, incidents or complaints. See the Disciplinary and Grievance Policy for Paid Staff (Employees) for further information.

7. IMPLEMENTING AND FOLLOWING THE POLICY

- a) The Trust's staff and volunteers will strive to become an example of equal opportunities by adhering to all responsibilities as outlined in the Equality and Diversity Policy.
- b) The implementation and effectiveness of the Equality and Diversity Policy will be monitored and reviewed on an annual basis.