

EQUALITY AND DIVERSITY POLICY

Policy Statement

The Management Committee and Trustees of the Misbourne Area Youth (MAY) are 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 and sexual orientation. We will not tolerate attitudes and behaviour that amount to discrimination on these grounds.

Equality and diversity are about accepting people's differences and creating an environment in which all can thrive and contribute. MAY is committed to ensuring that all feel valued, that the skills and talents of individuals are recognised and fully utilised and that the environment of the club is both 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.

The management committee 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

MAY is also aware of how people can be subject to harassment on a wide variety of grounds and this can 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, sending offensive text messages, unwelcome physical contact or sexual advances, the expression of racist, homophobic, etc. views, lewd comments and innuendo.

All adult leaders will have sight of a copy of this policy and will be requested to indicate their commitment to it by completing a signed copy which will be kept in MAY's records.

The management committee is responsible for implementing this policy and upholding its principles in everything it does

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Procedures

We will make sure that:

- We promote respect for other people and treat everyone fairly
- Young people and adults can 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 implanted 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 club Leader and Chair of the Management Committee, who will enable the parties involved to give their version of events before considering further action
- The Club leader will respond quickly and impartially to such issues after consulting with the Chair of the Management Committee and/or Action for Youth if necessary.

The procedures laid out in this policy are regarding to legislation as defined by the 'Equality Act 2010'

This policy was adopted at the Management Committee Meeting on:

23rd November 2022

On behalf of the Management Committee:

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This policy will be reviewed annually by the Management Committee