

Measham and District Youth Club
(MYC)

Equality & Diversity Policy

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1. Statement of Intent

MYC staff and volunteers are strongly committed to providing equality of treatment, equality of access, provision of goods and services and equality of opportunity. MYC has a commitment to providing accessible services and it identifies that the chance of facing discrimination is high. We actively oppose prejudice and discrimination against its staff, volunteers, service users, visitors or through its provision of goods and services. It is unlawful to discriminate directly or indirectly in recruitment or employment because of any of the nine "protected characteristics" in the Equality Act 2010.

These being:

Age

Disability;

Gender reassignment;

Marriage and civil partnership

Pregnancy and maternity;

Race;

Religion or belief;

Sex;

Sexual orientation.

MYC will challenge any behaviour that is deemed as discriminatory and promote positive attitudes amongst staff, volunteers, service users and visitors.

By promoting equality we aim to ensure that no person is victimised because of the nine protected characteristics as perceived by the victim.

All staff, volunteers, service users and visitors must be aware of this policy and make sure their behaviour does not directly, indirectly, through association or perception promote inequalities amongst members.

If any person or organisation feels that MYC has failed to meet the intentions of this policy they are welcomed to follow our complaints procedure.

2 Policy Document

This policy aims to cover the following categories in addition to the 9 protected characteristics

- HIV status
- Political Beliefs
- Unrelated criminal convictions
- Appearance
- Class
- Caste

2.1 Aims and Objectives

MYC aims to provide a service to young people, staff and volunteers, that is free from all forms of discrimination and prejudice at every level of provision throughout the organisation.

MYC aims to provide a safe environment in which all members are treated to an equal standard and they can gain the confidence to achieve their full potential on an equal basis.

MYC acknowledges that barriers and inequalities exist in society and creates disadvantages for many people but aims to tackle these barriers and inequalities by promoting positive attitudes towards equal opportunities.

MYC aims to promote anti-oppressive practice to make equality of opportunity a reality.

- To give all members the same opportunities to full fill their potential.
- All members have access to the appropriate resources and facilities
- All members understand the meaning of how prejudice, how discrimination occurs and how to take a stand against these.
- Racist and discriminatory incidents are dealt with effectively
- Inclusion issues are taken seriously and are considered in all aspects of the organisation.

MYC seeks to provide members with the same level of opportunities in order to supply them with treatment as equals and so they can also gain confidence to achieve their full potential on an equal basis.

All members within MYC have a right to be treated with respect. This includes a right to;

- Access activity, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abuse language
- Respect for the nine protected characteristics
- Freedom from comments or harassment and inappropriate use of humour
- The safety of their property
- Equality opportunities in relation to service access, recruitment and activities

2.2 Dress Code

Members and visitors are requested not wear anything which has a slogan, writing or illustration that may be offensive in anyway to anyone else. Clothing must be appropriate in terms of decency. MYC reserves the right to ask members who wear revealing/inadequate clothing to wear appropriate clothing to future meetings. Persistent breaches of the code could result in being asked to leave the Club. Headgear pertaining to a religious belief may be worn.

2.3 Breaches of policy

Breaches of policy will be dealt with the same way that breaches of other policies are dealt with, as determined by the Trustees. If a racist incident takes place, not only will the normal incident form be filled in, but the Trustees informed as well so that all incidents can be clearly and simply monitored.

2.4 Religious Observance

MYC respects the religious beliefs and practices of all staff, volunteers, members and their parents, and will comply with all reasonable requests relating to religious observance and practice.

3. Policy Ethos

This policy is underpinned by three fundamental approaches adopted by MYC to achieve equality of opportunity.

3.1 Equal Opportunity as Equal Treatment

Equal opportunity achieved when everyone is treated fairly and when no one is treated either less or more favourably than anyone else.

3.2 Equal Opportunity as Equal Access

Equal Opportunity is achieved when all potentially discriminatory obstacles are removed, and reasonable adjustment made so that every section of the membership has equal access.

3. Equal Opportunity as Equal Share

Equal opportunity is achieved when all the benefits and opportunities are proportionally shared by all sections of the communities it serves.

3.4 Employment

MYC is committed to equal opportunities in employment and strives to find the best person for each job. All job applicants, Leaders and volunteers shall receive equal treatment and reasonable adjustment made regardless of the categories covered in 1.0. Staff will be free from third party harassment and victimisation.

3.5 Services

MYC strives to eradicate prejudice and discrimination by promoting equality of opportunity in all areas of its work and structures. It will encourage positive attitudes and behaviour towards groups and individuals regardless of the categories covered in 1.0.

3.6 Definitions

3.7 Direct discrimination

Occurs when a person who is of, or is affected by, one or more of the categories outlined in 1.0 is treated less favourably than others in similar circumstances.

For example - in a selection process, it may be discriminatory to ask a women about her family commitments when similar questions would not be asked of male applications.

3.8 Indirect discrimination

Occurs where the staff, service, or enforced structure applies a requirement or condition which is such that the proportion of people highlighted in section 1.0 who can comply is considerably smaller than the proportions of another category when it cannot be justified and it is to be the persons detriment.

3.9 Associative discrimination

Is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (although this does not cover harassment because of marriage and civil partnership, and pregnancy and maternity).

3.10 Perceptive discrimination

Is where an individual is directly discriminated against or harassed based on a perception that he or she has a particular protected characteristic when he or she does not, in fact, have that protected characteristic (although this does not cover harassment because of marriage and civil partnership, and pregnancy and maternity).

3.11 Equal Rights - The Achievement and respect of equal rights for all.

3.12 Equal access

To service, volunteering or job opportunities by having policies and practices which take account of diverse needs.

3.13 Positive Action

Is action, which targets underrepresented groups within our service users, workforce or volunteers.

3.14 Third-party harassment

Occurs where staff, volunteers or children are harassed and the harassment is related to a protected characteristic (although this does not cover harassment because of marriage and civil partnership, and pregnancy and maternity), by third parties. For MYC to be liable, the harassment must have occurred on at least two previous occasions; it must be aware that the previous harassment has taken place; and it must have failed to take reasonable steps to prevent harassment from happening again.

3.15 Victimisation

Occurs when staff, volunteers or children are subjected to a detriment, such as being denied a training opportunity or a promotion because he or she made or supported a complaint or raised a grievance under the Equality Act 2010, or because he or she is suspected of doing so, or being about to do so. The definition is no longer based on less favourable treatment.

4. Policy Implementation

The management committee of MYC has the responsibility to ensure that the organisation complies with the legislation and that this policy and its related procedures and strategies are implemented in order to do this the policy should be regularly reviewed.

The trustees are responsible for implementing this policy, for ensuring that all staff and volunteers are aware of their responsibility by presenting all staff and volunteers with the updated policy.

The Trustees are responsible for taking the appropriate action in any case of unlawful discrimination.

All staff and volunteers are expected to deal with any discriminatory incidents that may occur, to know how to challenge and to incorporate principles of equality and diversity into all aspects of their work.
Silence and non-intervention will be viewed as agreement.

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