



Equality, Diversity and Inclusion Policy

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Introduction

The Grove Park Youth Club (GPYC) is committed to encouraging equality, diversity and inclusion and eliminating unlawful discrimination. In providing services and facilities we are also committed against unlawful discrimination of users or the public.

This Equality, Diversity and Inclusion Policy applies to everyone who is connected to and interacts with us, including trustees, expert advisors, partners, consultants and volunteers. It is fully supported by the Board of Trustees.

Our policy's purpose is to

1. Provide equality, fairness and respect for all in our interactions.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
 - class (socio-economic background)

Discrimination definition

There should be no discrimination on any of the grounds set out above. The types of discrimination which are prohibited are defined below. Discrimination can occur in the following forms:

- Direct discrimination occurs where someone is put at a disadvantage or treated less favourably because of their membership of a protected group in relation to his or her employment. Direct discrimination may occur even when unintentional.
- Indirect discrimination is putting a contractual practice or condition in place, which on the surface appears to be 'neutral' but, in reality, one of the protected groups finds the requirement more difficult to comply with.
- Victimisation occurs where an individual is treated less favourably than colleagues or others connected with the Restoration Trust because he/she/they have taken action to assert their statutory rights and/or asserted their right not to be discriminated against as a member of a protected group and/or assisted a colleague with information in that regard.

- Harassment occurs when an individual is subject to unwanted conduct which has the effect of creating an intimidating, hostile, degrading, humiliating, or offensive environment for that individual or violating someone's dignity because they possess a protected characteristic.
- Associative discrimination occurs when an individual is subject to Direct Discrimination because they associate with another person who possesses a Protected Characteristic.
- Discrimination by perception occurs when an individual is subject to Direct Discrimination because others *think* that they possess a certain protected characteristic. This applies even if they do not possess this characteristic.
- Harassment by a third party occurs when a third party who the organisation/business is not in control of and does not employ harasses an employee.

Our Vision

GPYC is an inclusion organisation, and we are committed to celebrating diversity, promoting equality, fostering equal opportunities and tackling discrimination in all that we do. We will listen to and understand those who have lived experience of discrimination and exclusion. We will reflect on our experiences, assumptions and behaviours and commit to building and maintaining a diverse, equitable and inclusive culture at the Youth Club.

We have the following aspirations for equality, diversity and inclusion:

- Equality – It is a fundamental principle of our policies that everyone is equally valued regardless of their personal characteristics. Our environment will promote dignity and respect for all and recognise and value individual differences. GPYC will ensure equality of opportunity for everyone who is connected with and interacts with us. We will actively challenge bias and prejudice and we will work to remove visible and invisible barriers to participation. These barriers can include attitudes, physical barriers, and barriers around information and communication.
- Equity – In addition to equality of opportunity, we will work for equality of outcomes. This involves providing what people need for fair access to resources and decision-making, as well as to opportunities to realise their ambitions.
- Diversity – We recognise that we all have differences and we are all different in many ways. We will actively challenge discrimination and injustice. We will ensure that the people who work with us and participate in our projects will reflect society and the communities we serve.
- Inclusion – We will ensure that everyone is respected, is fully able to participate, and can be their full selves. We will identify existing ways of working that exclude people and we will model inclusive behaviours. We will champion the value of lived experience. We will ensure that our actions and decisions are informed by and carried out in partnership with those facing discrimination and prejudice.
- Accountability – We will make GPYC accountable to those that it serves and supports.
- Advocacy – We will advocate for diversity, equality and inclusion in all its business. We will express our commitment, policies and practices publicly.
- Collaboration – We will collaborate with others to promote and implement diversity, equality and inclusion.

- Resources – We will make sure that we have adequate resources to support effective action.

GPYC has adopted this policy to help to achieve these aims.

Our Commitments

3. Oppose and avoid all forms of unlawful discrimination. This includes in relation to any engagement or employment terms including:

- any pay and benefits
- terms and conditions of partnership
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities
- Accessibility: GPYC is committed to provide access for all to the building and to all activities arranged at the Youth Club.
- Publicity, marketing and recruitment: GPYC will actively seek to increase the number of people we work with who are from groups and communities that are under-represented in the youth sector. We recognise that publicity, marketing and recruitment materials have an important impact in reinforcing or reducing stereotypes, so we will aim to make the idea of working with us or participating in our projects attractive to a wide range of people.

Intersectionality

GPYC recognises the principle of Intersectionality and takes an intersectional approach to diversity, equality and inclusion. People have overlapping identities, including but not limited to the protected characteristics, and can experience multiple forms of discrimination simultaneously and in different ways.

Needs assessments of those who will be joining us will be carried out so that possible and reasonable adjustments are made to enable them to engage with us.

We will take action to

1. Encourage equality, diversity and inclusion in the Youth Club as good practice and to make business sense.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and everyone's contributions are recognised and valued.

This commitment may include training about rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include all those involved with the Youth Club conducting themselves to provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

Everyone who interacts with us has a right to equality of opportunity and has a responsibility to implement this policy.

All those at GPYC should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against everyone using and associated with the Youth Club, including the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by anyone in the course of the Youth Club's activities.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 is a criminal offence – and is not limited to circumstances where harassment relates to a protected characteristic.

4. Make opportunities for training, development and progress available as appropriate, to help and encourage associates to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the Youth Club.

5. Make decisions concerning associates based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review practices and procedures when necessary to ensure fairness, and also update them to take account of changes in the law.

7. Monitor the make-up of the directors, volunteers and associates regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them periodically, and considering and taking action to address any issues.

Breach of this policy

Anyone who believes that he/she/they may have been disadvantaged on discriminatory grounds which breaches this policy is entitled to raise the matter with any of the Trustees of the Youth Club, and if dissatisfied, submit an appeal to the Chair of the Board of Trustees. This can be done by writing an email, direct message, text or post, or by telephone call to the Chair of Trustees.