



Equality & Diversity Policy



updated June 2019

The Management Committee of Kennington Youth Club is committed to equality and diversity and providing equal access to services, information, and leadership opportunities in line with our aims and values and relevant legislation.

The club is open to all in line with our stated age range, regardless of colour, disability, ethnic origin, gender identity, HIV status, marital status, nationality or national origin, race, religious or political beliefs, or responsibility for dependents. We will not tolerate attitudes and behaviour that amount to discrimination on these grounds.

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

The club is a place where there is respect for difference in culture and experience. Equal access to opportunities applies to both the club programme as well as for those seeking voluntary opportunities.

The club will not tolerate processes, attitudes and behaviour that amount to discrimination, including harassment, victimisation and bullying through prejudice, ignorance, thoughtlessness, and stereotyping.

All leaders, staff, and helpers 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.

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

The management committee is responsible for implementing this policy and upholding its principles in everything it does. The Youth Leader, adult team, committee, and trustees are responsible for making sure the policy is upheld in club life and leading by example in its principles and practices.

Procedures

We will make sure that:

- We promote respect for other people and treat everyone fairly.
- We will not use discriminatory practices in the club environment.
- Young people and adults are able to 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.



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- We deal promptly with any complaints of discrimination in line with our Complaints & Grievance Procedure and General Data Protection and Regulation (GDPR) policy.
- The policy is applied when recruiting volunteers.
- We monitor what we do to meet any legal requirements and so that this policy is implemented 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 Youth Leader and Chair of the Management Committee, who will enable the parties involved to give their version of events before considering further action.
- The Youth Leader will respond quickly and impartially to such issues after consulting with the Chair of the Management Committee and/or Oxfordshire Youth, if necessary. We have a responsibility to challenge all forms of discrimination.

The club is committed to widening access to all young people and adult helpers from a broad and diverse range of backgrounds. Through its publicity and recruitment activities, we aim to generate interest and awareness from the widest possible group of people and organisations. This includes parents and community members. We will continue to monitor and assess our membership to ensure that equality of opportunity for inclusion is in place.

Procedures and Actions

The Management Committee aims to give access to all young people in the community within the stated age bracket and increase membership to them, including hard to reach groups. We aim to increase involvement and membership by advertising in a wide variety of locations which may include libraries, shops, schools, community centres, places of worship, and health centres. We will strive to ensure that our community is involved in what we do.

Membership

Equality and diversity will always be taken into account in the membership of Kennington Youth Club. We will make sure that everyone is treated equally, fairly, and has access to the same opportunities. The same opportunities for involvement will be provided for every member with regards to activities, training, election of committee members, the formation of groups and the delegation of tasks. The differing needs of individual members will be taken into account when booking venues and arranging the dates and times for club activities and events. These will be arranged so that as many members as possible have the opportunity to attend.

Involving Members

It is important that members are involved in running the club and that young people who live in the surrounding community feel that they are welcome to join. The ways in which we promote the club's aims and activities will take into account the diversity of our community, including hard-to-reach groups.

Conduct

The club is a place where everyone should feel comfortable to get involved in activities. Any discriminatory or offensive behaviour will not be tolerated that prevents this. This also includes during meetings and trips.

Training

Every adult and young person involved with Kennington Youth Club should abide by this policy. We have a duty to make everyone aware of it and to ensure that it is followed. In the case of young people, information will be tailored to suit. Training and support will be made available to help everyone understand this policy and put it into practice.



Equality & Diversity Policy



updated June 2019

Unacceptable behaviour

Bullying, harassment and discriminatory behaviour are unacceptable and will be challenged. Volunteers/staff have a responsibility to report any offensive behaviour that they witness. The Club Code of Conduct will be used to help everyone understand what is expected. The code includes procedures in case anyone does break this code.

Implementing and following the policy

The Management Committee will review procedures annually and continue to make newcomers aware of the policy. It will be included in the induction.

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**; **Equality Act 2010**; **General Data Protection Regulation 2018**

Signed on behalf of the Management Committee:

Name..... Chairperson

Signature.....

Date.....

Name..... Youth Leader

Signature.....

Date.....

Name..... Safeguarding Lead

Signature.....

Date.....

(This policy will be reviewed annually)



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Document version history		Author: Roy Peach, Youth Leader	
Version	Date	Amendments	By whom
3	03/05/2019	Use of 'staff' amended to appropriate phrase where necessary to encompass all adults. 'Sex' changed to 'gender identity' to fall in line with current best practice. Under Training, inclusion of 'In the case of young people, information will be tailored to suit.'	Roy Peach, Youth Leader Helen Horseman, Trustee Roy Peach, Youth Leader