



## **Equality and Diversity (Act 2010)**

### **1 Policy Statement**

YHNE is committed to the respect, care and development of each individual's dignity, value and potential as a human being. To this end, Equality and Diversity should permeate every aspect of our work. Legislation and passive support are not enough. Discrimination on any grounds affects everyone and tackling it must be the responsibility of all. Such discrimination is incompatible with good practice.

### **2 Definition**

Equal opportunities are about enabling individuals to achieve their full potential by:

- respecting each person as an individual, treating them with equal care and consideration, and identifying and meeting their individual needs;
- providing equal access to all aspects of the organisation's work;
- challenging the myths and stereotypes which provide false grounds for unequal treatment of the groups to which they belong.

### **3 Range**

This policy refers to all activities of the organisation, its staff team, Board of Trustees, volunteers, contractors and any other person's working under the auspices of YHNE.

### **4 Rationale**

Discrimination on any grounds is unjust and damaging to the person affected as well as being a waste of human potential. It also damages the discriminators, reinforcing their distorted view of society and its history, and of their own identity. Education has a major role to play in combating discrimination, enabling all people to achieve their potential, and providing them with opportunities which will equip them for life in a rapidly changing society.

### **5 Entitlement**

Young people, partners and stakeholders involved with YHNE are entitled to be treated with respect and as of equal status and value whatever their race, sex, marital status, intellectual or physical capability, social or cultural background, sexual orientation or age. They are entitled to respect for their religious or cultural beliefs and requirements. They are entitled to protection from harassment and discrimination.

### **6 Aims**

This policy aims:

- To develop an awareness of the responsibility of everyone to promote equality and diversity for all.
- To ensure that all people achieve their full potential.
- To combat discriminatory practices and stereotyping in activities and curriculum materials.
- To encourage appreciation and respect for the richness of cultural and personal diversity.
- To encourage people to have non-discriminatory, non-stereotyped views of themselves, of society, and of their roles within it.
- To encourage consideration of the widest possible range of educational, training, and non-vocational choices.

The ultimate aim, is to enable everyone whatever their race, sex, intellectual, or physical capability, social or cultural background, sexual orientation or age, to have equal access to power, decision-making and earning capacities; and to enable them to have the choice of using their own experiences and perspectives to examine, and if necessary redefine, what constitutes power, skill, and achievement.

## **7 Provision**

The organisation will seek to create an ethos where prejudiced and discriminatory behaviour is challenged whenever and whenever it occurs. YHNE will strive to develop and support services and initiatives that combat discrimination and promote equality of opportunities.

The organisation is committed to the promotion and implementation of equality and diversity in employment practices. The organisation expects all employees to adhere to the organisation's Equality and Diversity Policy.

Any complaint of discrimination, harassment or breach of the equality and diversity policy will be thoroughly investigated. The employee against whom the complaint has been made will be notified and given the opportunity to present his/her interpretation of events. A full investigation will follow. If necessary, disciplinary action may be taken.

## **8 Review**

This policy is adopted by the Board and cascaded to all team members including paid and unpaid workers. It forms part of the organisations values, mission, objectives and vision.

Adopted July 2018

Review July 2020