

**Equality Diversity and Inclusion Policy**

Policy Level	One
Policy Category	Equality, Diversity & Inclusion
Policy Authority	Board
Lead Committee	Senior Leadership Team
Lead Director	Sue McCarthy
Approved Date	31/07/2023
Review Date	31/07/2025

**Statement of Intent**

YMCA Fairthorne Group (YMCA FG) is committed to providing equality of opportunity for every individual who accesses or seeks to access our services, employment or volunteering opportunities.

We are committed to promoting equal opportunities in employment and creating a workplace culture in which diversity and inclusion is valued and everyone is treated with dignity and respect. We are also committed to providing equitable treatment to all those we deal with as an organisation, including customers and suppliers.

This policy sets out our approach to diversity, equity and inclusion. Our aim is to encourage and support and actively promote a culture that values difference and eliminates discrimination in our workplace. It applies to all aspects of employments with us.

This policy applies to all employees, officers, consultants, contractors, volunteers, trustees, interns, casual workers and agency workers.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

**The YMCA FG will:**

- Provide places where all children, young people, parents, carers, staff and volunteers are encouraged to contribute freely and where they feel valued.
- Provide an atmosphere, which is rich in opportunity and choices.
- Create positive non-stereotyping environments where individual’s differences are celebrated and enhance the service they deliver.
- Constantly improve our knowledge and understanding of issues of equality and diversity.
- Treat all employees and job applicants equally and fairly and not discriminate unjustifiably against them.
- Ensure that our employment related practices are free from any types of discrimination.

**Make efforts through reasonable adjustment, retraining or redeployment as appropriate to enable an employee who becomes disabled to remain in the service of the YMCA.**

- YMCA Fairthorne Group will adhere to statutory regulations in terms of flexible working.

**Legal Framework**

YMCA FG embraces the spirit and intentions of all current and any future anti-discrimination legislation including, but not limited to:

- a) the Employment Rights Act 1996
- b) the Children & Adoption Act 2006
- c) the Equality Act 2010
- d) the Early Years Foundation Stage Statutory Framework and associated Ofsted requirements

**Supporting Policies;**

This level 1 policy is supported by a level 2 Guidance document.