



Dorchester Youth and Community Centre (DYCC) Equality, Diversity and Inclusion Policy

Dorchester Youth & Community Centre recognises the existence of discrimination against people because of particular characteristics or beliefs and is committed to creating an equal opportunity environment, working to tackle all forms of oppression.

The Policy's purpose is to:

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Dorchester Youth & Community Centre is committed to ensuring equality of opportunity to all users, staff and volunteers.

Staff and volunteers are expected to actively implement this Policy by:

- Challenging prejudice and discrimination and recognising how damaging these can be for individuals and the wider community.
- Challenging stereotypes and promoting positive images and role models.
- Discouraging the use of discriminatory language and other unacceptable behaviours.
- Working with young people to understand and overcome their prejudices.
- Ensuring the club and any of its events are accessible to all young people.

- Considering the differing physical, mental, cultural and belief based needs of both staff/volunteers and young people when they are planning and executing work.
- Involving staff, volunteers and club members in decision making processes.
- As far as possible, the management committee, staff and volunteers will be representative of the community which they seek to serve.

The organisation commits to:

Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the Equality, Diversity and Inclusion Policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

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

Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

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

Monitor the make-up of the workforce 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.

This Policy will be given to all current or new workers/volunteers and can be provided to parents and members of the community on request.

The management committee will monitor the implementation of this Policy including an annual review of the Policy and any necessary revisions.