



EQUAL OPPORTUNITIES AND VALUING DIVERSITY POLICY AND PROCEDURE

POLICY

The Youth Station's aim is to follow a policy of equal opportunity in all aspects of its provision, both as an employer and as a provider.

We will, at all times, demonstrate our commitment to the spirit of equality and to the eradication of prejudice and discrimination whenever and wherever it may occur.

We aim to ensure that all employees have the opportunity to maximise their potential and enhance their self-development and their contribution to the Organisation.

Valuing diversity is an effective way of dealing with equal opportunities issues. It emphasises the business and personal benefits that accrue from valuing the differences between people, rather than just complying with the law. We believe that organisations that grasp the additional business opportunities generated by managing diversity effectively are far more likely to enjoy a sustained competitive advantage than those who do not.

The aim of this non contractual policy is to ensure that every member of staff feels valued at work and is not discriminated against, harassed or bullied, or made to feel under threat or intimidated, either directly, by association or indirectly, on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or perceived sexual orientation.

PROCEDURE

We recognise our duty of care to all members of staff and are committed to treating every individual equally in line with this policy and the Equality and Human Rights Commission Code of Practice.

Where necessary, the organisation will consider reasonable adjustments to ensure that any individual with a disability is not at a disadvantage. In all relevant cases the organisation will consult with the individual and the decision whether or not to make reasonable adjustments will take into account all relevant factors, including, where necessary, referrals to outside organisations.

Recruitment and Selection

Our criteria with regard to the employment of staff, is that we will choose the person best suited for the post on the grounds of ability and aptitude. All applicants will receive equal treatment, regardless of gender, marital status, age, physical disability (other than that which may seriously curtail their ability to perform

duties), religious, cultural, political or sexual beliefs or orientation. We subscribe to the Good Practice Guide of the Equal Opportunities Commission 2000.

Short listing and interviewing of candidates will be carried out by more than one person where possible.

Please be aware of the Equality Act 2010 and the protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Monitoring

We aim to monitor all applications from both internal and external candidates with a view to ensuring the effectiveness of our procedures. Such monitoring will not be used as part of the selection criteria for selection of new staff or for selection of existing staff for training or promotion opportunities, or any other decision related to your employment with us. All information gathered is stored separate from your personnel file and application forms.

Services

The staff of the Youth Station will work with all young people without distinction of race, gender, religion, disability in an effort to advance the physical, social, intellectual and moral development of each individual. We will encourage positive attitudes and aim, through our commitment, to prepare the young people for the responsibilities of adulthood which they will enter as fair, non-judgmental members of society.

Anti-Discrimination & Children's Rights

Our working practice is one which upholds the United Nation's Declaration of Children's Rights. It is part of our remit to further the understanding in young people that with rights comes responsibilities.

The Youth Station is based on the provision of a non-discriminatory environment, which promotes mutual respect, tolerance and acceptance of difference and the value to be gained from such difference. This practice extends outside the centre to families, carers and members of the public.

Working With Young People from Minority Ethnic Groups

In meeting the needs of young people from minority groups and to combat racism within our provision, Wigton Youth Station will endeavour at all times to create a tolerant and accepting environment through which we will aim to:

- Enhance the young person's self-esteem.
- Provide the young person with survival skills necessary for living in a society where they may experience racism, stereotyping and prejudice.
- Allow young people to maintain their religious, cultural identities.
- Create a climate where racial and religious differences are acknowledged and valued and where open discussion about racial issues is actively encouraged rather than ignored.
- Encourage acceptance of the young person's race in a positive way and not dismiss it as insignificant.
- Allow staff to look at their own attitudes to race and racism and offer anti-discrimination training to increase understanding of this and other related issues.
- Challenge racism in whatever form it is presented. Any person who witnesses an act of racism or ethnic prejudice towards another person must inform the senior staff member present. The incident should be recorded and will be investigated by the manager. If the alleged incident is found to be correct a disciplinary procedure will follow.

Our response to all forms of discrimination is one of zero-tolerance.

(As part of our responsibility we would be active in accessing contacts with similar backgrounds via amenities/local support groups in the surrounding area whenever possible. This we would hope would not only provide a link for the young person, but also offer advice to staff.)

Reviewed: 14/11/2023

Signed: 
Centre Manager