



# Young Lewisham Project - Equality and Diversity Policy

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**Purpose:**

This policy sets out Young Lewisham Projects' approach to equality and diversity.

Young Lewisham Project is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. Young Lewisham Project aims to be an inclusive Charity, organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackling and eliminating discrimination.

**Equality and Diversity at Young Lewisham Project:**

At Young Lewisham Project, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in employment, beneficiaries and to services.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for Young Lewisham Project too.

We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed.

**Aim:**

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether volunteer, trustee, 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.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with your Operations manager or another colleague in a relevant position of seniority. You may decide in the alternative to raise the matter through Young Lewisham Projects Harassment Policy or Grievance Policy.

For types of discrimination see the Annex to this policy. Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. Young Lewisham Project will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by Young Lewisham Project as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under Young Lewisham Project Discipline Policy.

A person found to have breached this policy may be subject to disciplinary action under Young Lewisham Projects Discipline Policy.

Employees may also be personally liable for any acts of discrimination prohibited by this policy that they commit, meaning that they can be sued by the victim.

**The Young Lewisham Project commits to:**

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- 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, volunteers and trustees are recognised and valued.

This commitment includes training managers and all other employees, volunteers



and trustees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff, volunteers and trustees conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

**Age:**

Adults, young people, and children within the young Lewisham Project should benefit and we are committed to the provision of a variety of strategies and practices that recognise age and consider individual circumstances and needs.

Young Lewisham Project is committed to challenging stereotyping and marginalisation based on age. We recognise that people of all ages can make a positive contribution to the charity based on their own experiences and skills. We will provide work and training opportunities for staff regardless of age.

**Convictions:**

Young Lewisham Project with the Rehabilitation of Offenders Act 1974 in respect of employment and student admissions and seeks to ensure that, where appropriate, unrelated criminal convictions do not interfere with individuals' like at the Charity. However, there are circumstances which re exempt from the Act and staff will be provided with the appropriate guidance accordingly. When employing staff the Young Lewisham Project will endeavour not to discriminate. However, some convictions will be relevant when making appointments.

**Disability Equality:**

**Direct discrimination:** less favourable treatment because of a protected characteristic, compared to someone who's circumstances excluding the characteristic are otherwise comparable. Such discrimination cannot be justified by the employer.

**Indirect discrimination:** may occur when an employer applies an apparently neutral provision that puts workers sharing a protected characteristic at a particular disadvantage.

**Young Lewisham Project is committed:**

- To providing the necessary support, assistance and care to disabled people.



- To enable them to access all areas and facilities of the project.
- To consulting with disabled people on issues which affect them rather than with people acting on their behalf.
- To ensure that its provision of services and its employment practices tackle disability discrimination and promote disability equality.

**Therefore, the Young Lewisham Project will ensure the following:**

- To understand the needs of disabled people and to represent these needs to others.
- To empower disabled people to participate fully in all aspects of the Young Lewisham Project.
- To seek and consider the views of disabled people, ensuring that disabled people are provided with the facilities which enable them to express their views.
- Not to treat a disabled person less favourably for any reason relating to their disability.
- Provide reasonable adjustments for disabled employees and young people using Young Lewisham Project's Facilities where possible.

## **Gender**

Young Lewisham Project is committed to ensuring that both female and male staff and volunteers are given equal access to all areas of the workplace; appropriate non-sexist language is used, and stereotypical views are challenged.

## **Gender Reassignment**

Young Lewisham Project is committed to upholding equal rights of transgendered people and will support anyone in the organisation who intends to, is undergoing or has undergone gender re-assignment.

## **Race**

The Young Lewisham Project values cultural diversity and aims to recognise and counter racism and all forms of cultural stereotyping. The Young Lewisham Project recognise that institutional racism can affect the quality of life of staff, volunteers, contractors and visitors and examines its structures to ensure that they are offering equality of opportunity to all staff and volunteers. We will encourage an ethos of understanding, respect and acceptance for all cultures.

## **Religion and belief**



The Young Lewisham Project recognises and respects the right of individuals to hold their own religious and philosophical beliefs. Individuals are expected to respect the views and beliefs of others. The expression of intolerant beliefs and opinions that infringe the rights of others is not acceptable.

### **Sexual Orientation**

The Young Lewisham Project welcomes individuals of all sexual orientations. The Young Lewisham Project will respond with support and sensitivity whenever individuals raise the issue of their sexuality. We will be pro-active in promoting a safe and positive environment where individuals can choose whether to be open about their sexuality.

### **Pregnancy and maternity**

The Young Lewisham Project is committed to ensuring that women should, so far as is possible, not be disadvantaged by their pregnancy and maternity. The Young Lewisham Project will consider and apply 'different treatment' if it is necessary to ensure the health and safety legislation where these laws are designed to protect women who are pregnant or who have recently given birth.

### **Marriage and civil partnership**

The Young Lewisham Project values all people and does not accept discrimination on the grounds of marriage and civil partnership.

### **Risk assessment**

Individual people within The Young Lewisham Project are in breach of the law if they fail to act within the policy.

### **When does this policy apply?**

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. at meetings, social events and social interactions with colleagues) or which may impact on Young Lewisham Projects reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Monitor). We set out below some specific areas of application:

- A) Recruitment



Selection for employment at Young Lewisham Project will be on the basis of aptitude and ability. Further detail is set out in Young Lewisham Projects Recruitment and Selection Policy. Where possible, Young Lewisham Project will capture applicants' diversity demographics as part of its recruitment processes to promote the elimination of unlawful discrimination.

**b) Training**

You may also be required to participate in training and development activities from time to time, to encourage the promotion of the principles of this policy.

**c) Promotion**

All promotion decisions will be made on the basis of merit, and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

**d) During employment**

The benefits, terms and conditions of employment and facilities available to Young Lewisham Projects employees will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

**Monitoring and Evaluation**

This policy will be reviewed to ensure it is on track to encourage equality, diversity and inclusion in the workplace and is pro-actively tackling and eliminating discrimination

**Young Lewisham Projects legal duties**

As a public body, Young Lewisham Project is additionally subject to public sector equality duties under the Equality Act 2010. This policy will be reviewed on an ongoing basis by Young Lewisham Projects to assess its effectiveness and may be amended from time to time.

This policy is for guidance only and does not form part of your contract of employment.

The equality, diversity is fully supported by senior management and has been agreed with all members of staff and trustees.



Reviewed By: Dominique Gorman

Date: 18/01/2024

Next Review Date: 18/01/2025