



Young Lewisham Project
Equality and Diversity Policy

Purpose2

Equality and Diversity at Young Lewisham Project2

Aim2

The Young Lewisham Project commits to: 3

Disability Equality:4

When does this policy apply?4

Young Lewisham Projects legal duties5

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.

Disability Equality:

The Young Lewisham Project

- Opposes discrimination on the basis of disability.
- Recognises that it is the barriers erected by society with disable people rather than their impairments.
- Is committed to working to remove such barriers wherever they occur and in particular in relation to access to education, employment, services, information and buildings.

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.

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.

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: 18/01/2023

Next Review Date: 18/01/2024