



EQUAL OPPORTUNITIES & DIVERSITY POLICY

Approved by Matt Smith

Date of Last Review 12/08/2024

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Equal Opportunities & Diversity Policy

Beyond Youth Project (BYP) is committed to implementing and promoting equal opportunities in its activities, services and practice. This policy accords with the Equality Act 2010 and the importance of protecting all. Beyond Youth Project realises that discrimination and victimisation exists in society (whether protected by law or not) and believes that this prevents potential and ability from being realised. BYP is committed to the need to eliminate unlawful discrimination and victimisation, to promote equality for young people, its staff and others interacting with the organisation.

Beyond Youth Project will not tolerate discrimination on the basis of:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status

As a provider of a service to the community, Beyond Youth Project accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

Beyond Youth Project recognises that some users of its services may, because of their past or present distress or illness, say or do things which would otherwise be unacceptable and incompatible with BYP's Equal Opportunities Policy. Beyond Youth Project will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted which aims to alter attitudes and behaviour while maintaining support for the distressed client.

BYP reserves the right to open its program to any organisation who supports our aims and objectives. However, it will exclude from those organisations that actively work against the development of an equal opportunities policy over time, despite encouragement from BYP.

Beyond Youth Project realises that a genuine commitment to equal opportunities must operate on all levels:

- BYP will prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination in its recruitment and deployment of human resources. Where discrimination does occur, it will be dealt with through the agreed procedures. This will be achieved by following the Beyond Youth Project's Equal Opportunities Policy.
- Beyond Youth Project will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the practice through which it carries out its work.

Beyond Youth Project Equality Objectives:

At BYP we believe that Equality vital and is reflected through our values and mission.

- To promote equality of opportunity between disabled people and other people
- To eliminate discrimination and harassment of disabled people that is related to their disability
- To promote positive attitudes towards disabled people
- To encourage participation in public life by disabled people
- To take steps to meet disabled people's needs, even if this requires more favourable treatment.
- Encourage all children irrespective of background or ability to fulfil their potential and flourish. Our broad and balanced approach takes a holistic approach to education ensuring that spirituality, emotional intelligence, physical development and social skills are developed creatively across a range of subjects/activities.

Responsibility

- The Directors of BYP have overall responsibility for the effective operation of this policy. However, all staff, volunteers and service users have a duty as part of their involvement with Beyond Youth Project to do everything they can to ensure that the policy works in practice.
- Beyond Youth Project will bring to the attention of all staff, volunteers and service users the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.
- If any service user staff member or volunteer feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter with the Management.
- All instances or complaints of discriminatory behaviour will be treated seriously.
- Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

Tackling Discrimination

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within the school environment.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a DSL/DDSL or Director where necessary. All incidents are reported to the DSL/DDSL.

What is a discriminatory incident?

Harassment on grounds of race, gender, disability, sexual orientation or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: 'any incident which is perceived to be racist by the victim or any other person'.

Types of discriminatory incident

Types of discriminatory incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender
- Use of derogatory names, insults and jokes
- Racist, sexist, homophobic or discriminatory graffiti
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia
- Bringing discriminatory material into school
- Verbal abuse and threats
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation
- Discriminatory comments in the course of discussion
- Attempts to recruit others to discriminatory organisations and groups
- Ridicule of an individual for difference e.g. food, music, religion, dress etc
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation.

Responding to and reporting incidents

It should be clear to students and staff how they report incidents. All staff, should view dealing with incidents as vital to the well-being of the everyone here at BYP.

Incident

- Member of staff to investigate further (if incident reported) or challenge behaviour immediately
- Response to victim and family
- Response to perpetrator and family
- Incident form to be completed and filed
- Action taken to address issue with the rest of the students at BYP if necessary

Disabled Access

Beyond Youth Project will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access. When considering new premises, every effort will be made to ensure such premises are fully accessible.

Use of Language

- Staff, volunteers and service users should avoid and challenge the use of language which, in any way, belittles anyone
- Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, disciplinary action may be taken if they persist with it.
- All materials used or developed by BYP will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

Sexual Harassment

- No staff, volunteer or service user should be subject to sexual harassment.
- This is interpreted as unwanted behaviour of a sexual nature including:
 - verbal sexual abuse
 - physical contact
 - repeated remarks which an individual finds offensive

If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the service user, staff member or volunteer who is the recipient of the behaviour will be entitled to make a formal complaint.

Monitoring and Review

The Policy will be constantly reviewed by Beyond Youth Project to ensure that no Member of the group is put to a disadvantage either, directly or indirectly. This monitoring will apply to the practices of staff and volunteers, the member organisation, the composition of the Directors/Trustees and the provision of services.

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

This policy will be reviewed every 2 years.