



Sussex Clubs for Young People Diversity, Equality and Inclusion Policy

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Signed

Chair of Directors: Sue Robertson

DIRECTORS RESPONSIBLE

Chair of Directors Sue Robertson 07769 653140 sue.robertson@sussexcyp.org.uk

Sussex Clubs for Young People Ltd

Maybridge Keystone Centre, Raleigh Way, Worthing, West Sussex BN12 6JD

Tel 01273 443563, E-mail admin@sussexcyp.org.uk www.sussexcyp.org.uk [twitter @sussexcyp](https://twitter.com/sussexcyp)

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Policy Statement

Sussex Clubs for Young People Ltd (SCYP) is an umbrella organisation for a diverse network of local statutory, voluntary and community youth organisations throughout Sussex. SCYP has been working since 1939 to provide support, help, advice and guidance, raise the profile of youth work, share good practice and provide an activity development programme that has a real impact on young people and the organisations that support them.

SCYP expects all Directors, staff, and volunteers to have positive attitudes towards and positive relationships with all young people and colleagues.

Directors, Staff and volunteers are expected to adhere to the “Diversity, Equality and Inclusion Policy”, which in summary means:

- Creating a fairer society where every young person can participate and can fulfil their potential; this is equality in practice
- Recognising and treating young people as individuals by placing a positive value on their diversity in our organisation and the wider community
- Where all young people are embraced irrespective of race, gender, disability, medical or other need, culture, age, religion and sexual orientation. This is inclusion in practice which is about giving equal access and opportunities and getting rid of discrimination and intolerance.

Youth work creates an environment where young people can become voluntarily involved in informal educational activities. Many people who work in our affiliated clubs have taken part in comprehensive training programmes that enable them to support young people. Our youth work, whilst predominantly club based, takes part in a variety of settings. This gives a platform from which other work can take place.

Our ethos is that young people are voluntarily engaged in our work and access our programme through being members of a youth club or group. We strive to involve the young person in the decision-making processes where possible and encourage member groups to enable young people to play a key role in their organisation so that it is focused on their needs. The need to be anti-discriminatory and promote equality of opportunity is central to our work.

Operating the policy

SCYP is committed to the provision of equal access for all young people to the full range of its activities. We will seek to meet the diverse needs of young people relevant to the organisations and communities of which they are members. We are fully committed to equal opportunity, respect for diversity, freedom of expression for all young people, and the need to challenge any form of discrimination.

SCYP values diversity and is committed to ensuring that diversity is reflected strongly within our Executive Committee, volunteer and employee structures. This includes a commitment to keep our practices under review, leading to action where necessary, in order to attract Directors, staff and volunteers from all sections of the community.

This Policy reflects both the Aims of SCYP and the spirit and intentions of legislation which outlaw's discrimination. SCYP recognises that people from different backgrounds can bring fresh ideas and skills. It values diversity and welcomes interest from all sections of the community and it is committed to build and reinforce a culture where people value each other and treat each other with dignity and respect.

SCYP will not discriminate or treat any individual less favourably on the grounds of sex, marital status, race, colour, nationality, ethnic origin, faith, religion, disability, age or sexual orientation.

As an employer of paid staff and an organisation made up of directors, executive committee members and volunteers, SCYP aims to ensure that no individual receives less favourable treatment on the grounds of sex, marital status, race, colour, nationality, ethnic origin, disability, age or sexual orientation.

Entry to employment and promotion or change of post for paid staff, or the equivalent for directors and volunteers, within SCYP is determined by personal merit and ability relevant to the aims of the organisation.

To implement this policy, we will take reasonable steps to:

- Efficiently communicate the policy to all of our workers, through induction training and including it in our staff handbook;
- Make all employees involved in recruitment aware of their responsibilities;
- Design advertisements and recruitment drives to effectively apply this policy; and
- Carry out appropriate monitoring of job applicants and, where appropriate, our workforce to assess how effective this policy is.

Responsibilities

The Directors have overall responsibility for implementing and monitoring the effectiveness of this policy. They also have a fundamental role in promoting the equality of opportunity across the organisation.

SCYP is committed to keeping requirements and practices under review and to act where necessary to facilitate the recruitment, involvement and development of paid staff, directors and volunteers from all sections of the community. It welcomes difference and recognises that action may be needed to give everyone a chance to contribute on equal terms within the aims of the organisation.

It is the responsibility of every individual, both staff and volunteer, to eliminate discrimination by ensuring the practical application of the diversity, equality and inclusion policy and reporting incidents of discrimination to an appropriate senior person.

All allegations of discrimination will be treated seriously. Any discrimination is totally unacceptable to SCYP and anyone found to be discriminating would face disciplinary action.

Sexual and racial harassment are forms of discrimination on the grounds of a person's sex or race. This and any other harassment is totally unacceptable to SCYP and any such behaviour is considered a disciplinary offence. All allegations of harassment are treated seriously and all practicable steps taken to prevent the behaviour continuing.

Working with member organisations

Organisations affiliated to SCYP do provide opportunities for young people to increase how involved they want to be. From building the initial relationship where young people attend events for the first time through to regular attendance at clubs and activities taking a full and active role in programmes. SCYP aims to increase a young person's involvement to full participation where their skills in peer support, planning, delivering and reviewing activities are recognised. We support young leaders by recognising their achievements through an externally accredited OCN training programme.

SCYP understands that affiliated organisations will have a wide range of aims and targeted audiences. We expect that all affiliated organisations will operate a policy which recognises equality and does not discriminate on the grounds of sex, marital status, race, colour, nationality, ethnic origin, disability, age or sexual orientation EXCEPT where the group has an expressed aim to combat disadvantage on any of these grounds.

SCYP will bar from membership any organisation that fails to operate an appropriate policy for diversity, equality and inclusion.

Recruitment and Selection

The processes of recruitment and selection are important to the application of our equal opportunities policy. The recruitment process will be conducted in such a way as to result in the selection of the most suitable person for the job in terms of relevant experience, abilities and qualifications. SCYP is committed to applying its equal opportunities policy statement at all stages of recruitment and selection.

Job descriptions, where used, will be written to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any personnel specifications.

We will implement a consistent, non-discriminatory approach to the advertising of vacancies. We will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group.

All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.

Selection decisions will not be influenced by any perceived prejudices of other staff.