

Equal Opportunities & Diversity Policy

Statement of Intent

YMCA Fairthorne Group (YMCA FG) is committed to providing equality of opportunity for every individual who accesses or seeks to access our services, employment or volunteering opportunities.

The YMCA FG will:

- Provide places where all children, young people, parents, carers, staff and volunteers are encouraged to contribute freely and where they feel valued.
- Provide an atmosphere, which is rich in opportunity and choices.
- Create positive non-stereotyping environments where individual's differences are celebrated and enhance the service they deliver.
- Constantly improve our knowledge and understanding of issues of equality and diversity.
- Treat all employees and job applicants equally and fairly and not discriminate unjustifiably against them.
- Ensure that our employment related practices are free from any types of discrimination.
- Make efforts through reasonable adjustment, retraining or redeployment as appropriate to enable an employee who becomes disabled to remain in the service of the YMCA.
- YMCA Fairthorne Group will adhere to statutory regulations in terms of flexible working.

Legal Framework

YMCA FG embraces the spirit and intentions of all current and any future anti-discrimination legislation including, but not limited to:

- a) the Race Relations Act 1976 and Race Relations Amendment Act 2000 and 2003
- b) the Sex Discrimination Act 1986
- c) the Employment Rights Act 1996
- d) the Disability Act 2001 & 2005 & 2007
- e) the Employment Equality (Sexual Orientations) Regulations 2003
- f) the Children & Adoption Act 2006
- g) the Employment Equality Act (Age) Regulations 2006 (Schedule 6&8 only)
- h) the Equality Act 2010

- i) the Early Years Foundation Stage Statutory Framework and associated Ofsted requirements
- j) Equal Pay Act 1970

Supporting Policies;

This level 1 policy is supported by a level 2 Guidance document.