

Our People Policy

The staff and volunteers of the YMCA Fairthorne Group (YMCA FG) are central to the delivery of the charitable objects. The way that we treat staff and volunteers will reflect the way in which we work with all members of the community – this is the YMCA Way.

We will be active in the pursuit of equal opportunities and will comply with all relevant legislation including, but not limited to, the following acts:

- Employment Rights Act 1996,
- Employment Act 2002
- Enterprise and Regulatory Reform Act 2013
- Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006
- The Immigration, Asylum and Nationality Act 2006
- General Data Protection Regulations (GDPR) 2018
- Rehabilitation of Offenders Act 1974
- Employment Relations Act 1999
- Working Time Regulations 1998
- The Trade Union and Labour Relations (Consolidation Act) 1992
- Transfer of Undertakings (Protection of Employment) Regulations 2006 (“TUPE”)

We will work with staff and volunteers as detailed in the following documents:

- Staff handbook
- YMCA Way
- Trustee Code of Conduct

This policy is supported by the following supporting policies:

- Car Allowance Policy
- Disciplinary
- Flexible Working Policy & Procedure
- Grievance Policy & Procedure
- Leave Policy & Procedure
- Managing Poor Performance
- Professional Membership Policy
- Probation Policy & Procedure
- Performance Management Policy & Procedure
- Recruitment Policy & Procedure
- Sabbatical Policy & Procedure

- Sickness absence
- Training Policy & Procedure
- Whistleblowing Policy

This policy must also be read in conjunction with our Equal Opportunities Policy.