



HARBOROUGH YOUTH AND COMMUNITY TRUST (HYACT) POLICY AND PROCEDURE

EQUAL OPPORTUNITY POLICY

HYACT is committed to the promotion of equality of opportunity in all its activities. This means that no one at The CUBE will be treated less favourably on the grounds of their sex, sexual orientation, colour, race, nationality or ethnic or national origins, marriage and civil partnership, pregnancy and maternity, disability, age, gender reassignment or religion or belief.

The only exception to the above is in relation to religion or belief where being a Christian or complying with a requirement to religious belief is an occupational requirement having regard to the ethos of the Trust and the nature of the employment, or the context in which it is carried out.

We value the diversity of the local youth and the individual skills of every young person. We aim to provide accessible user focused and responsive projects which do not unlawfully discriminate, whether intentionally or not, against any individual or group and are accessible according to need.

This policy outlines what equality of opportunity means within HYACT; what we mean by discrimination and harassment, what sort of behaviours and attitudes we wish to promote, and also what procedures and actions can be taken if someone feels they have been discriminated against, victimised or harassed.

All employees and members of the Trust are expected to respect and act in accordance with the policy and any bullying, harassment or victimisation at The Cube will not be tolerated is subject to action under the charity's Disciplinary Procedure.

HYACT believes that equality of opportunity is vital so that all employees and members of The Cube have a fair and equal chance of developing their abilities and realising their expectations and to make full and effective use of their potential.

HYACT aims to provide services that promote equality of opportunity and diversity in volunteering, employment and development and to create effective partnerships with all parts of our community.

HYACT is committed to the principles of equality on the basis of fairness and valuing the contribution of all our people. However, there are some areas where discrimination and harassment are covered by law, such as the Equality Act 2010 which harmonised antidiscrimination law with effect from 1 October 2010. (current legislation 2020).

Further information can be found at: <https://www.gov.uk/guidance/equality-act-2010-guidance>

It is the responsibility of the Trustees, Youth Worker Manager, other staff and volunteers to implement this policy.

This policy will be displayed on the website. Young people will be made aware of the content of this policy when they become members of The CUBE.

This equal opportunity policy is fully supported by the Trustees of the charity and has been agreed with the Youth Work Manager.

Details of the charities grievance and disciplinary policies and procedures can be found on the charity website www.thecubeyouth.uk This includes with whom an employee should raise a grievance – usually their line manager.

Use of the charities grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.