

Preston Mall Youth
Community Centre

PMYCC

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Equality, Diversity, and Inclusion policy

Preston Mall Youth and Community Centre is committed to encouraging equality, diversity and inclusion among our officials, volunteers and users and eliminating unlawful discrimination.

The aim is for our officials and volunteers to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation - in providing services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all officials, volunteers and users, whether temporary, part time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits
 - dealing with grievances and discipline
 - dismissal

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion at the centre as they are good practice and make business sense

2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
3. This commitment includes training officials and volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include officials and volunteers conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
4. All officials, volunteers and users should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow officials, volunteers, users and the public
5. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow officials, volunteers, users, the public and any others in the course of the organisation's activities.
6. Such acts will be dealt with as misconduct under the organisation's complaints and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to suspension or a ban from the centre without notice.
7. Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
8. Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
9. Monitor the make-up of officials, volunteers and users regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the management committee and has been agreed with user groups as part of their hire agreements.

Our disciplinary and grievance procedures

Complaints should be made to the Secretary of the PMYCC, who will then refer to the management committee for action.

The Management Committee PMYCC