



Equality Policy Statement

The management committee of Westgate Youth Project is committed to equality and diversity. It is the policy of the organisation to comply with the Equality Act 2010. The Act protects people who have a 'protected characteristic', i.e., **Age, gender, disability, pregnancy and maternity, gender reassignment, race (this includes ethnic or national origins, colour and nationality), religion or belief and sexual orientation**. This means that everyone has the right to be treated with dignity and equality, and no young person, volunteer, job applicant, or employee receives less favourable treatment.

The organisation is open to all and we will not tolerate attitudes and behaviour that amounts to discrimination on these grounds.

Equality and diversity is about accepting people's differences and creating an environment in which all can thrive and contribute. Westgate Youth Project is committed to ensuring that all feel valued, the skills and values of individuals are recognised and fully utilised and that the environment in the organisation is productive and rewarding. The organisation is a place where there is respect for difference in culture and experience. The organisation will take whatever actions are reasonable and practicable to ensure the equal access to all who wish to participate in its activities.

All youth workers will be made aware of the contents of this policy as part of the induction process.

The management committee will be active in making sure all of its policies and procedures are fair and no member is disadvantaged when participating in the activities the organisation provides.

Westgate Youth Project is also aware of how people can be subject to harassment on a wide variety of grounds and take many forms. Harassment is a

physical, verbal or non verbal action which is unwelcome, unwanted and offensive to the recipient and has the effect of violating their dignity and creating an intimidating, hostile, degrading, humiliating or offensive atmosphere for that person. This can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the expression of racist or homophobic, views etc, lewd comments and innuendo, and sending offensive message via mobile phones, email and social media.

The management committee is responsible for implementing this policy and upholding its principles in everything it does.