Biddulph Youth and Community Zone Ltd (BYCZ)

Equality and Diversity Policy

BYCZ is committed to promoting and valuing equality and diversity in all of our activities and services. The organisation welcomes and celebrates the diversity of the community in Biddulph and is strongly committed to achieving equal opportunities and access for all people and groups in society.

BYCZ is proud of the actions it takes to eliminate discrimination and prejudice to ensure inclusion and engagement for all the people who work and volunteer with the organisation or wish to use its services. All Board members, staff, volunteers and independent contractors must adhere to this policy.

Equality is about making sure people are treated fairly and given fair chances.

Diversity is about respecting and valuing all forms of difference in individuals and positively striving to meet the needs of different people.

People with different backgrounds and attitudes bring fresh ideas and perceptions, and as a diverse organisation, BYCZ can draw upon the widest range of experiences, so that it can offer the best services possible and be a welcoming place to work and socialise.

BYCZ operates in accordance with the Equality Act 2010, which provides the legal framework for protecting individuals from discrimination, harassment, and victimisation. The protected characteristics outlined in this policy reflect those defined within the Equality Act 2010.

Protected Characteristics

BYCZ will ensure that people (staff, trustees, volunteers and service users) are not discriminated, harassed or victimised on the basis of the following factors:

- Race
- Nationality
- Ethnic or National origin
- Gender/sex
- Marital and Civil Partnership status or pregnancy
- Religion or Belief
- Sexual orientation
- Disability
- Gender reassignment; or
- Age.

Staff and Volunteers

BYCZ will ensure that the following are offered fairly and objectively to all staff and volunteers, where applicable:

- Pay and benefits
- Training opportunities; and

- Workplace facilities.

BYCZ will ensure that the following recruitment practices are fair and objective:

- Advertising of vacancies
- Short-listing
- Interviewing; and
- Selection processes.

BYCZ's staff and volunteers are expected to promote our equality and diversity values.

Service Users

BYCZ's service users are wide and varied and access to the Centre and its services will not be denied to any person on the basis of any of the protected characteristics listed above.

BYCZ will ensure that its activities are advertised fairly and openly to people.

BYCZ will ensure that its service users, whilst taking part in BYCZ activities, are free from discrimination, harassment and victimisation.

BYCZ will promote the values of equality and diversity to its members.

Positive Action

BYCZ may take positive action in favour of certain groups when necessary and lawful to achieve greater equality for members of groups that are socially or economically disadvantaged, or who would otherwise face the consequences of past or present discrimination or disadvantage or to meet their needs.

Signed:

Print Name:……SL MIDDLING.....

Role: .....CHAIR.....

Date:…….19/11/26.....

Reviewed by Board: 17.09.26

Next Review: Sept 2028