

## Equality and Diversity Guidance Document

The Escape Youth Group is dedicated to encouraging a supportive and inclusive culture amongst its members, staff and volunteers. It is within our best interest to promote diversity and eliminate discrimination in the environment.

Our aim is to ensure that all members, staff and volunteers are given equal opportunity and that our organization is representative of all sections of society. Members, staff and volunteers will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our environment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All members, staff and volunteers, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

All members, staff and volunteers will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

The Escape Youth Group commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all members, staff and volunteers.
- To promote equality in the environment, which The Escape Youth Group believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

The Escape Youth Group will inform all members, staff and volunteers that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

The policy will also be drawn to the attention of funding agencies, stakeholders, members, staff and volunteers.

Our guidance document will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the environment.