

Equal Opportunities and Diversity

Policy

Dynamic Youth Support Services Limited is committed to eliminating discrimination and encouraging diversity amongst our workforce. The purpose of this policy is to act in a fair and equitable manner regardless colour, race, ethnic or national origin, gender, sexual orientation, age, religious or political beliefs, membership of professional association's trade unions, disability, marital status, family responsibility and socio-economic standing or any other category where discrimination cannot be reasonably justified. Dynamic Youth Support Services will ensure that there are no conditions or unjustifiable requirements imposed to place any individual at a disadvantage as detailed in this policy. We will demonstrate a proportionate means of achieving a legitimate aim at all times.

It is the intention of Dynamic Youth Support Services Limited to disseminate this policy to all of its employees and volunteers, and ensure that it is brought to the attention of any visitors or contractors. The expectation is that Equality Policies and Procedures are adhered to at all times and Dynamic Youth Support Services will strive to ensure that this happens in people's work.

The Directors of Dynamic Youth Support Services Limited will proactively promote equality by valuing diversity and recognising difference, including cultural difference. The intention is that an inclusive environment is created at James House by creating an environment where all forms of unlawful discrimination are opposed. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

Our commitment to Equality and Diversity means that there will be an ongoing review of its action plan and equality policy to monitor how it is working in practice. If action is needed to address inequality, or promote diversity then this will be implemented and the action plan updated to reflect this. This will be part of the organisations business strategy and will develop in consultation with its employees.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. No form of bullying, intimidation or harassment will be tolerated. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation

Purpose

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

Types of discrimination: definitions

Direct discrimination: Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see perception discrimination below), or because they associate with someone who has a protected characteristic (see discrimination by association below).

Discrimination by association Applies to age, race, religion or belief, sexual orientation, disability, gender reassignment, and sex. This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perception discrimination Applies to age, race, religion or belief, sexual orientation, disability, gender reassignment, and sex. This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Indirect discrimination Applies to age, race, religion or belief, sex, sexual orientation, marriage and civil partnership, disability and gender reassignment.

Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that

individual". Harassment applies to all protected characteristics except for pregnancy and maternity and marriage and civil partnership (March 2014: <http://www.acas.org.uk/media/pdf/8/a/Equality-Act-2010-guide-for-employers.pdf>)