



## **Equal Opportunities Policy**

This policy is in line with the Mission Statement of the Organisation

# Document Control

This policy has been approved for operation within Youth Action.

Date of last review: July 2019  
Date of next review: July 2021  
Review period: Annually  
Policy status: Statutory  
Owner: Trustee Body

## Youth Action

### **EQUAL OPPORTUNITIES POLICY**

Youth Action is committed to equality of opportunity to all its members whether voluntary or employed by Youth Action. We are committed to equality of opportunity in our recruitment, selection and training programmes no matter how long you have served on the group.

- Our policy is that no one involved in Youth Action will receive less or more favourable treatment due to sex, race, colour, ethnic or national origin, religion, creed, sexual orientation, membership of a trade union, spent convictions, disability, age, appearance, pregnancy or marital status.
- Youth Action will aim to promote diversity and will achieve this by working in a way which is representative of the communities we work in by fair and lawful means.
- Decisions affecting recruitment, selection, development and training will be based solely on merit and ability against objective, job based criteria.
- Terms, conditions and benefits available to members in the group will be fair and equitable.
- Deliberate breaches of this policy will be treated as a disciplinary matter leading to membership of the group becoming void. All breaches of sexual or racial harassment or any other type of activity deemed as harassment will be treated as gross mis-conduct.
- It is the responsibility of everybody in Youth Action to be fair, responsible, impartial and non-discriminative whilst involved in Youth Action.

All members must sign this statement and honour their commitment to ensure our equal opportunities policy is upheld.