



Great Yarmouth & Gorleston Young Carers

Equality and Diversity Policy

GYGYC recognises that within our society, certain groups of people are disadvantaged, discriminated against and oppressed.

GYGYC are committed to challenging discrimination and oppression whether by reason of gender, marital status, age, race, disability, sexuality, religion or any other form of social disadvantage.

GYGYC monitors its structures, procedures, practices and images in order to enable it to make changes which will ensure the development of anti-oppressive practice, the empowerment of individuals and groups, and real equality of opportunity.

GYGYC will fulfil its legal obligations under the Sex Discrimination Act 1975, Equal Pay Act 1970 (as amended 2004), Race Relations Act 1976 (as amended 2000), the Disability Discrimination Act 1995, the Employment Equality (Sexuality) Regulations 2003, and the Employment Equality (Religion or Belief) Regulations.

GYGYC takes complaints seriously. We will refer any child, young person, vulnerable adult, parent, staff members paid or volunteer or member of the trustees to the GYGYC complaints procedure.

Employment

GYGYC will work towards creating a workforce which reflects the diversity of our young people. It will ensure that no-one is unfairly discriminated against when applying for a job or during the course of their employment.

All staff paid or voluntary or trustees have equal access to training and career development regardless of any of the considerations mentioned above.

Responsibility of all staff and trustees

GYGYC requires all its staff, volunteers, regular visitors and members of the trustees

- to behave in ways that promotes equality and is non-racist, non-sexist and generally non-discriminatory. This applies to the way they behave in the

delivery of projects and to other staff and members of the trustees in the course of their work.

- participate actively in measures introduced by GYGYC to ensure that there is equality of opportunity and non-discrimination. Staff, volunteers, regular visitors and members of the trustees should also draw the attention of Project Manager to alleged unlawful or unfair discriminatory acts or practices.
- through the course of their involvement within the charity, be found to have caused or encouraged discrimination, this will be regarded as a particularly serious offence, rendering them liable to disciplinary action.
- to report if they have a concern regarding unfair discrimination or harassment at work by using one of GYGYC procedures e.g. grievance, bullying or complaints to the manager or the trustees.