



YOUNG SOMERSET

EQUALITY, DIVERSITY AND INCLUSION POLICY

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1. Aim

- 1.1 Young Somerset is committed to encouraging equality, diversity and inclusion among our workforce/Trustees, wider stakeholders and service users, and eliminating unlawful discrimination.
- 1.2 We want our workforce and Trustees to be truly representative of all sections of society and our service users, and for each employee to feel respected and able to give their best.
- 1.3 We want to use our data to identify gaps in our reach and improve outcomes for underrepresented groups and ensure the inclusivity of our services.

2. Introduction

- 2.1 Young Somerset has a duty and responsibility to ensure that our workforce/Trustees, wider stakeholders operate in an environment that embraces and encourages equality and diversity and strives to be an inclusive organisation.
- 2.2 Young Somerset aims to provide a safe, positive, and supportive environment which is accessible, inclusive and free from discrimination and the perception of discrimination, to ensure that services are relevant and appropriate for the respective needs of the diverse range of service users.
- 2.3 This Policy underpins all Young Somerset policies, service plans, procedures, and systems.

3. Equal Opportunities Statement

- 3.1 Young Somerset is an inclusive employer who values diversity. We strive to provide services that are welcoming and accessible to all. We are committed to ensuring all policies and procedures are equitable in ensuring everyone is treated fairly.

4. Discrimination

- 4.1 Young Somerset will NEVER directly or knowingly discriminate unlawfully against workforce/Trustees, wider stakeholders and service users.
- 4.2 This applies in the workplace, outside the workplace (when dealing with service users, suppliers, or other work-related contacts or when representing Young Somerset in any way), and on work-related trips or events including social events.
- 4.2 The following forms of discrimination are prohibited under this policy and are unlawful:
- Direct discrimination – when someone is treated less favourably than another person because of a Protected Characteristic.
 - Associative discrimination or discrimination by association – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.
 - Discrimination by perception – direct discrimination against someone because it is thought that they possess a Protected Characteristic even if they do not actually possess it.
 - Indirect discrimination - occurs where an individual's employment is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.
 - Harassment – 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. You may complain of such offensive behaviour even if it is not directed towards you personally.
 - Victimisation – when an employee is treated less favourably because they have made or supported a complaint or raised a grievance about unlawful discrimination or are suspected of doing so.
 - Disability discrimination: this includes direct and indirect discrimination, any unjustified unfavourable treatment because of something arising in consequence of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

5. Disabilities

- 5.1 If Staff/Trustees, wider stakeholders and service users are disabled or become disabled, it is encouraged that they are open about their condition, to enable Young Somerset to support them as appropriate.
- 5.2 If any member of staff or volunteer experiences difficulties at work because of their disability, they should contact their line manager to discuss any reasonable adjustments that would help overcome or minimise the difficulty.
- 5.3 Your line manager may wish to consult with you and your medical adviser about possible adjustments. We will consider the matter carefully and try to accommodate your needs within reason. If an adjustment is considered not to be reasonable, your line manager will explain the reasons and try to find an alternative solution where possible.
- 5.4 Young Somerset will impact assess premises and, where possible, make alterations to improve accessibility.

6. Responsibility for this Policy

- 6.1 **The Chief Executive** has overall responsibility for ensuring that all reasonable steps are taken to prevent unlawful discrimination and promote equality within Young Somerset.
- 6.2 **Trustees** receive and consider regular reports to evaluate the effectiveness of the policy and receive any amendments to policies, agree and amend policies as necessary.
- 6.3 **All Staff** will:
 - Make themselves familiar with these policy aims and relevant legislation and practice guidance.
 - Ensure that all colleagues and service users are treated fairly, with dignity and without discrimination.
 - Attend diversity training as required.
- 6.5 **Wider stakeholders and service users** will:

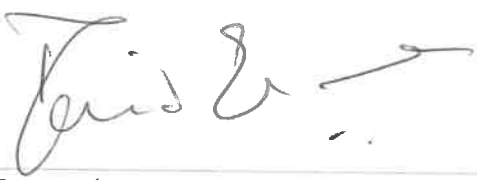
- Ensure that all staff/Trustees and other service users are treated fairly, with dignity and without discrimination.

7. Complaints

Complaints are covered under Young Somerset Complaints policy and procedure.

8. Legislation

- 8.1 The Equality Act came into force in October 2010 and replaces all previous equality legislation in England, Scotland and Wales – namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, The Civil partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

Signed by Board: David Elstone, Chair	
Signature	
Date	September 2024
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