



Name of policy	Equal Opportunities
Review Frequency	1 year
Date of next review	January 2024
Date of last review (s)	unknown

Equal Opportunities Policy

Purpose

This policy aims to ensure that Frodsham Youth Association (FYA) provides equal opportunities to all employees, volunteers, young people and children irrespective of gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, marital status and social class.

FYA opposes and seeks to eliminate all forms of discrimination through its work and practices.

Commitment

- All staff (part- or full-time, sessional or temporary), volunteers, children and young people will be treated fairly and equally within an environment which promotes respect and dignity to all.
- All employees, volunteers and young people will be helped and encouraged to develop their full potential and talents.
- Children and young people are at the core of FYA's purpose. Within age and locality boundaries, access is open to all and FYA will actively seek to encourage such access.
- For all staff, paid and voluntary, selection for employment, promotion, training or any other benefit will be on the basis of ability and aptitude. Such opportunities will be made available widely and inclusively and presented in formats accessible to all.
- The resources of the workforce will be fully utilised to maximise the efficiency of the organisation.
- The staff handbook further expands and details this policy in action.
- The commitment to equal opportunities in the organisation is good management practice and makes sound business sense.
- The principles and practices in this policy will extend to partners and clients.
- Breaches of our equal opportunity policy will be regarded as misconduct and could lead to disciplinary proceedings.

Bullying and Harassment

FYA does not tolerate any form of intimidation, bullying or harassment and this statement is an important part of the organisation's Equal Opportunities Policy.

The following are examples of Bullying and Harassment:

- Spreading malicious rumours or insulting someone.
- Copying information that is critical about someone to others who do not need to know.
- Ridiculing or demeaning someone – picking on them or setting them up to fail.
- Exclusion or victimisation.
- Unfair treatment.
- Overbearing supervision or other misuse of power or position.
- Unwelcome sexual advances – touching, standing too close, display of offensive material.
- Making threats or comments about job security without foundation.
- Deliberately undermining a competent worker by overloading and constant criticism.

The above list is not meant to be exhaustive and merely provides examples as bullying and harassment can often be hard to recognise. Any complaint of such conduct will be dealt with under the organisation's disciplinary and grievance procedure in respect of both employees and volunteers.

Any complaint or grievance can be made in confidence to the Lead Youth Worker in accordance with the relevant procedure or to the Chair of Trustees in the event of any conflict of interest.

Responsibility for implementation

The Trustees of Frodsham Youth Association are ultimately responsible for implementing and monitoring the Equal Opportunities Policy. The Trustees will appoint a Lead Trustee together with staff and volunteer representatives to manage policy implementation on a day-to-day basis.

The policy is implemented within the framework of the relevant legislation which includes: Equal Pay Act 1970 (Equal Value Amendment 1984); Rehabilitation of Offenders Act 1974; Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999) & (Indirect Discrimination & Burden of Proof Regulations 2001); Race Relations Act 1976 (Race Relations Amendment Act 2000); Disability Discrimination Act 1995; The Protection from Harassment Act 1997; Human Rights Act 1998; Equality Act 2010.