

BYP Equality, Diversity and Inclusion Policy

Small charities such as BYP can ignore or discriminate against particular groups unintentionally, without realising that this is what is happening. Difference may be visible or non-visible. We acknowledge that equality and diversity are not interchangeable but interdependent and there can be no equality of opportunity if difference is not valued and celebrated. We recognise that in order to realise the benefits of equality and diversity and promote inclusion, we will need to focus on 3 key objectives:

1. Meeting our statutory requirements.
2. Going beyond this by taking positive action and championing diversity and inclusion.
3. Creating an inclusive culture, that values diversity in how we treat each other and interact with those for whom we have responsibility and come into contact with. We want Diversity and Inclusion to be a natural part of what we do – firmly embedded in our culture.

Meeting our statutory requirements

The BYP will continue to meet its statutory responsibilities by ensuring that we are fully compliant with the Equality Act 2010.

The Equality Act legally protects people from discrimination in the workplace and in wider society. The BYP does not tolerate direct or indirect discrimination, victimisation or harassment, in relation to these protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex/gender
- sexual orientation

We will also comply with the public sector equality duty which requires charities, in carrying out their functions, to have due regard to the need to achieve the objectives set out in the Equality Act to:

- eliminate discrimination.
- advance equality of opportunity.
- foster good relations between different people when carrying out their activities.
- identify and counter harassment promptly and fairly.

Going beyond this.

Meeting our statutory requirements is not enough. We aim to create a safe and welcoming atmosphere for everyone. We will value diversity and challenge all forms of oppression including (but not necessarily limited to) those based on race, ethnicity, nationality, creed, gender, sex, class, sexuality, gender reassignment, learning ability, physical impairment, mental illness, HIV status, age, occupation, income, wealth and unrelated criminal conviction. We aim to design our activities, services and decision-making processes specifically to encourage and support participation from

people who face disadvantage in society, including (but again not limited to) women, BME people, disabled people, LGBTQ+ people and people on low incomes.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the BYP. This includes communications on social media. Poor use of language and ill-chosen expressions can often be the first manifestation of a lack of cultural diversity and inclusion.

Creating an inclusive culture

We will ensure that:

- our internal policies and procedures remain up to date, are compliant with the law and reflective of best practice, where achievable.
- there are clear, well communicated procedures in place explaining how to raise concerns or complaints. All issues will be taken seriously, no matter who they are from or who they involve. They will be considered and acted upon with a focus on independence, timeliness and impartiality. We will ensure that appropriate support is in place for those who raise complaints. As an organisation, we will learn lessons from complaints and encourage the individuals involved to do so as well.
- we raise awareness of our equality duties specifically around protected characteristics and our wider commitment to diversity, equality and inclusion, ensuring that all employees, volunteers and stakeholders are aware of their responsibilities and the behaviours we expect through the use of training, consistent messaging and role modelling from the Management Group.

This policy has been drafted based upon published advice from the Charity Commission, ACAS, CIPD, the Gov.UK website and other sources. It was adopted on Monday 9 September 2019 and will be reviewed annually.

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Last reviewed: July 2022