



Hale Community and Youth Centre

2026/27 Equality, Diversity & Inclusion Policy

A welcoming, fair and inclusive community for everyone

Statement of Intent

Hale Community and Youth Centre is committed to creating an environment where everyone feels welcome, respected and valued. We recognise our responsibilities under the Equality Act 2010 and are committed to going beyond compliance by embedding equality, fairness and inclusion into everything we do.

These principles guide our work with staff, volunteers, trustees, visitors and the wider community. The Board of Trustees reviews this commitment regularly.

1. Purpose of this Policy

This policy sets out how Hale Community and Youth Centre promotes equality, diversity and inclusion across all areas of our work. Our aims are to:

- treat everyone with dignity, fairness and respect
- ensure equal opportunities for staff, volunteers, visitors and community
- prevent discrimination, harassment and victimisation
- create a culture where individual differences are recognised and valued

We do not discriminate on the basis of any protected characteristic under the Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

2. Our Commitments

2.1 Creating a positive and inclusive culture

We want Hale Community and Youth Centre to be a place where everyone feels safe, respected and able to contribute. We are committed to maintaining a working environment free from bullying, harassment, victimisation and unlawful discrimination, and to promoting dignity and respect for all.

2.2 Responsibilities of staff, volunteers and trustees

Everyone working with Hale Community and Youth Centre has a responsibility to uphold this policy. This includes treating others with respect, challenging inappropriate behaviour, and helping us maintain an inclusive environment. Individuals may be held accountable for acts of discrimination or harassment carried out in the course of their work.

2.3 Taking concerns seriously

We take all concerns or complaints about discrimination, harassment or victimisation seriously. These will be handled under the Grievance or Disciplinary Policy, depending on

the circumstances. Serious cases may constitute gross misconduct or, in some situations, a criminal offence.

2.4 Fair and transparent decision-making

Decisions about recruitment, training, development, promotion and all aspects of employment will be based on merit, skills and organisational need. We will ensure that opportunities are accessible and fairly offered.

2.5 Supporting development and progression

We want everyone to have the opportunity to develop their skills and reach their potential. Training and development opportunities will be made available fairly and transparently.

2.6 Reviewing and improving our practice

We will review our practices, procedures and this policy regularly to ensure they remain fair, effective and aligned with current legislation and best practice.

2.7 Monitoring and learning

We may monitor anonymised workforce information (such as age, sex, ethnicity, disability or other relevant data) to help us understand representation, identify barriers and improve inclusion. Monitoring helps us assess how well this policy is working in practice.

3. Governance and Accountability

The Board of Trustees has overall responsibility for implementing, monitoring and reviewing this policy. They ensure that equality, diversity and inclusion are reflected in all policies, services, strategic plans and organisational decisions.

4. Links to Other Policies

Concerns or breaches relating to this policy may be addressed through:

- Disciplinary Policy
- Grievance Policy
- Recruitment & Selection Policy
- Probation Policy
- Flexible Working Policy
- Hybrid Working Policy
- Safeguarding Policy
- Health & Safety Policy

5. Review of this Policy

This policy will be reviewed annually, or sooner if there are changes in legislation or organisational needs.

DISCLAIMER: This policy is non-contractual and may be amended, replaced, or withdrawn by the Charity at any time. It reflects the law and best practice at the time of publication. If there is any conflict between this policy and current employment legislation, the legislation will take precedence.