

South Wight Area Youth Partnership

Equality, Diversity & Inclusion Policy

1. Our aim:

1.1 In carrying out its functions as a registered charity South Wight Area Youth Partnership (SWAY) is committed to encouraging equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

1.2 We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

2. This Policy's purpose is to:

2.1 Demonstrate SWAY's commitment to eliminating discrimination and encouraging and valuing diversity among staff, volunteers, Trustees, partners, suppliers and users of our services.

2.2 Treat job applicants, staff, volunteers & suppliers in the same way and not to discriminate on the protected characteristics, subject to requiring staff & volunteers to be respectful of our Christian ethos as expressed in our charitable objects and ethos statement and to adhere to our Code of Conduct. There is a requirement that certain posts are held by a committed Christian who assents to the Evangelical Alliance statement of faith.

2.3 Create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex and sexual orientation.

2.4 Oppose & avoid all forms of unlawful discrimination, including in: pay & benefits, terms & conditions of employment, dealing with grievances & discipline, dismissal, redundancy, requests for flexible working, selection for employment, promotion & training opportunities.

3. Implementation:

3.1 SWAY understands that for equality, diversity & inclusion to be achieved this policy needs to be made understandable to, and embraced by staff, trustees, volunteers, partners and suppliers.

3.2 Every trustee, member of staff and volunteer has personal responsibility for implementing this policy.

3.3 All staff, volunteers, partners, trustees & suppliers have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

3.4 Any member of staff or volunteer may use the complaints procedure to complain about discriminatory conduct or harassment. SWAY is concerned to ensure that all staff and volunteers feel able to raise such grievances and no individual will be penalised for raising such a grievance unless it has been made maliciously.

4. Our commitments:

4.1 Encourage equality, diversity & inclusion in the workplace as they represent good practice and good sense.

4.2 Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all staff & volunteers are recognised and valued. Provide the necessary training to managers & other employees about their rights and responsibilities under the equality, diversity & inclusion policy.

4.3 Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, suppliers and service users. Further, sexual harassment may constitute both an employment rights matter and a criminal matter, such as in sexual assault allegations.

4.4 We are committed through our policies & practices to play our part in opposing modern slavery in all its forms including human trafficking and protecting human rights.

5. Working with outside organisations:

While working with contractors, suppliers and partners it is important to us that suppliers, contractors and any other individual or organisation working on behalf of SWAY are aware of and agree to comply with our equality and diversity policy while that work is underway. In addition we are committed to:

- using accessible venues for events and meetings;
- using plain English, and offering accessible communications, for example, emails, letters, reports and publicity materials as far as it is within our means to do so.

6. Discipline:

Any staff member, trustee or volunteer who deliberately breaches this policy or harasses any other staff member, volunteer or trustee with regards to the protected characteristics will be subject to SWAY's disciplinary procedure. In serious cases, such behaviour may be deemed to constitute gross misconduct and, as such, could result in instant dismissal in the absence of mitigating circumstances.

7. Review and Action:

7.1 We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality & diversity legislation and best practice.

7.2 A review of this policy will be carried out on an annual basis as a minimum and any necessary actions taken.

Date approved	July 2025
Date reviewed	April 2025
Signed	
Minuted	July 2026
Date of next review	April 2026