



St.1 EQUALITY, DIVERSITY & INCLUSION

This Policy is supported by documents:

G.1.a Statement of Faith
St.1 Equal Opportunities Suite
St.2 & St.3 Staff Handbooks
St.4 Volunteers Suite
SG.1, SG.2 & SG.3 Safeguarding Suites
C.1 Data Protection Suite
C.3.a Public Complaints Policy

1. POLICY STATEMENT

South Wight Area Youth Partnership (SWAY) is a Christian youth charity committed to reflecting the love, justice and compassion of Jesus Christ in all that we do.

We believe that every person is made in the image of God and is therefore worthy of dignity, respect and equal treatment.

SWAY is committed to promoting **equality, valuing diversity and creating an inclusive environment** in all areas of our work, including:

- The delivery of our services
- Recruitment and employment practices
- Volunteer engagement
- Governance and leadership
- Partnerships and supplier relationships

We recognise and value the differences, experiences, backgrounds, skills and perspectives that individuals bring. We aim to ensure that everyone who engages with SWAY feels welcomed, respected, valued and able to participate.

We will not unlawfully discriminate against any individual and will take positive steps to promote fairness, dignity, respect and inclusion for all.

2. LEGAL FRAMEWORK

This policy is underpinned by:

- The Equality Act 2010
- The Human Rights Act 1998
- Employment legislation and associated regulations

The Equality Act 2010 protects individuals from discrimination on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

SWAY will comply fully with UK employment law and equality legislation in all aspects of its work.

3. SCOPE

This policy applies to:

- Trustees
- Employees (full-time, part-time, temporary)
- Volunteers
- Session workers and trainees
- Job applicants
- Service users
- Contractors, partners and suppliers

4. OUR COMMITMENTS

SWAY is committed to equality, diversity and inclusion throughout our organisation and will:

4.1 Promote Equality

- Provide fair and equitable treatment to all individuals.
- Ensure that decisions are based on relevant and objective criteria and are not unlawfully influenced by protected characteristics.
- Take reasonable steps to remove unnecessary barriers to participation and opportunity.
- Make reasonable adjustments for disabled staff, volunteers and service users where required.

4.2 Value Diversity

- Recognise and value individual differences, experiences, backgrounds, skills and contributions.
- Encourage a culture where people feel able to contribute their perspectives and experiences.
- Seek to ensure that our workforce, volunteers and leadership reflect and understand the diverse communities we serve.

4.3 Foster Inclusion

- Create an environment in which people feel welcomed, respected, valued and able to participate.
- Promote dignity and respect in all relationships.
- Use inclusive and respectful language and behaviour.
- Consider accessibility and inclusion when planning activities, services and communications.

4.4 Maintain a Safe and Respectful Culture

- Create an environment free from bullying, harassment, victimisation and unlawful discrimination.
- Take all complaints of discrimination or harassment seriously.
- Investigate concerns promptly and fairly.
- Protect individuals from victimisation for raising genuine concerns.

4.5 Fair Recruitment and Employment

- Ensure recruitment and promotion decisions are based on merit and objective criteria.
- Provide equal access to training and development.
- Apply fair and transparent disciplinary and grievance procedures.
- Make reasonable adjustments to support disabled employees and applicants.

4.6 Inclusive Service Delivery

SWAY is committed to ensuring that our services are accessible and inclusive.

We will:

- Provide services fairly and without unlawful discrimination.
- Use accessible venues where reasonably practicable.
- Communicate in clear and accessible language as far as resources allow.
- Consider individual needs when planning and delivering activities.
- Ensure that access to our services is not restricted on the basis of religion or belief.

4.7 Modern Slavery and Human Rights

We are committed to opposing modern slavery, human trafficking and exploitation in all forms and to upholding human rights in our activities and partnerships.

5. CHRISTIAN ETHOS AND OCCUPATIONAL REQUIREMENTS

SWAY is established to advance its charitable objects within a Christian framework. Our ethos and values are central to our identity and mission.

5.1 General Expectation

All staff and volunteers are expected to:

- Respect and uphold the Christian ethos of SWAY.
- Conduct themselves in a manner consistent with our values.
- Work in a way that supports our charitable objectives.
- Treat others with dignity and respect, regardless of their background, beliefs or circumstances.

5.2 Genuine Occupational Requirement (GOR)

In limited circumstances, and in accordance with Schedule 9 of the Equality Act 2010, an occupational requirement relating to religion or belief may apply to specific roles.

This will only be applied where:

- Being a practising Christian is a genuine, legitimate and proportionate requirement of the role.
- The requirement is necessary to promote or represent the Christian ethos of the charity.
- The application of the requirement is lawful and justifiable.
- Trustees will document the justification for any role where a Genuine Occupational Requirement applies.

Where applicable, this requirement will be:

- Clearly stated in the job description and recruitment materials.
- Applied proportionately and lawfully.
- Approved by the Trustees.

All other roles will be open to applicants of any faith or none, subject to their willingness to respect and work within the Christian ethos of SWAY.

Nothing in this policy permits unlawful discrimination.

6. RESPONSIBILITIES

6.1 Trustees

Trustees will:

- Hold overall responsibility for ensuring compliance with equality legislation and this policy.
- Promote equality, diversity and inclusion across SWAY.
- Review this policy annually.
- Ensure lawful application of any occupational requirements.

6.2 Manager / Leadership Team

The Manager / Leadership Team will:

- Implement this policy in day-to-day operations.
- Promote inclusive practices across SWAY.
- Consider equality, diversity and inclusion when developing services, activities and organisational practices.
- Address concerns promptly and appropriately.

6.3 Staff and Volunteers

All staff and volunteers are expected to:

- Treat others with dignity and respect.
- Value and respect individual differences.
- Avoid discriminatory language or behaviour.
- Contribute to an inclusive and respectful environment.
- Report concerns or breaches of this policy.

7. COMPLAINTS AND BREACHES

Any individual who believes they have experienced discrimination, harassment or victimisation may raise the matter through:

- The staff grievance procedure
- The volunteer complaints procedure
- The safeguarding process (where applicable)

Deliberate breaches of this policy may result in disciplinary action and, in serious cases, dismissal or removal from role.

8. MONITORING AND REVIEW

SWAY will:

- Monitor recruitment and employment practices where appropriate and proportionate.
- Consider equality, diversity and inclusion when reviewing services, activities and organisational practices.
- Ensure Trustees receive periodic reports to provide appropriate oversight.
- Review policies and procedures to ensure continued legal compliance and support good EDI practice.
- Review this policy annually or sooner if legislation changes or circumstances require.

9. POLICY REVIEW

This policy will be reviewed at least annually to ensure it reflects:

- Current legislation
- Best practice guidance
- The experiences and needs of the communities SWAY serves
- The ongoing mission, Christian ethos and values of SWAY

Written: February 2026

Approved: April '26



Review Due: April '27