



## Diversity and Equal Opportunities Policy

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### 1 Purpose

The Kessingland Youth Café along with Kessingland Parish Council Diversity and Equal Opportunities policy reflects and supports the aims and purposes of the organisation and the legislations which outlaws discrimination of any kind.

### 2 Persons Affected

Youth work leaders, volunteers, Parish Council members, all youth members and their family/carers.

It is the responsibility of all individuals noted above to eliminate discrimination by ensuring this policy is adhered to and to report any concerns regarding discrimination to a member of the Youth Café team or Parish Council. Any allegations of discrimination will be documented for reference, taken seriously and passed on to external agents as necessary. A record of Youth Café team and Parish Council members is available on Parish Council web site.

### 3 Policy/Principles

The Kessingland Youth Cafe will not discriminate against or treat any individual person or group of people less favourably on the grounds of:

- Age.
- Religion, religious beliefs, associations or activities, as long as any activities are within the confines of the law.
- Ancestry, ethnicity, nationality or national origin, including colour or perceived race.
- Disability, both physical and mental and any related characteristics or circumstances, such but not limited to the use of a guide or assistance dog, wheelchair, appliances to assist mobility/stability and carers/support persons.
- Sexual orientation.

- Gender reassignment.
- Gender Identity
- Gender related characteristics
- Circumstances of pregnancy or circumstances related to pregnancy.
- Marital or family status.
- Income.
- Political belief, association or activity.

The Kessingland Youth Cafe aims to ensure that no person, whether paid staff or unpaid volunteer, receives less favourable treatment on grounds of gender, sexual orientation, gender reassignment, gender identity, marital status, civil partnership, race, colour, nationality, ethnic origin, disability, age or any of the above mentioned. It further strives to give any disabled individual equal access to Youth Café activities while taking into account reasonable adjustments to working practice, equipment and surroundings, if applicable, so that the person involved is not put at a disadvantage in respect of their disability.

The Kessingland Youth Cafe recognises that it has a duty of care towards team leaders, volunteers and members under the following acts.

- Race relations act 1976 amended 2000.
- Equality act 2010 which replaced Disability Discrimination Act 1995 which is now only active in Northern Ireland. It has also replaced sex discrimination act 1975.
- Human Rights act 1998, which mostly came into force Oct 2000.
- The Civil Partnership Act 2004
- The Gender recognition act 2004
- Subsequent amendments to these acts will be incorporated in our policy when next reviewed.

This policy will be revised not more than every three years from the date below and amended as necessary.