



Empowering Young People

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# Equality and Diversity Policy

September 2020

## 1.0 POLICY STATEMENT

HYP is committed to eliminating discrimination and encouraging diversity amongst our staff, volunteers and service users.

All members of the HYP community should be mindful of our policies. Policies will be accessible from the HYP office and online.

The HYP community includes all staff members, trustees, members of the management committee, young people, parents/carers and visitors.

HYP reserve the right to amend this policy and the procedures contained within it as it sees fit or apply a different policy as appropriate.

Our aim is that all users of our service will be representative of all sections of society and each team member and service user feels respected and able to give their best. The purpose of this policy is to provide equality and fairness for all who use our service and not to discriminate on grounds of:

- Gender
- Marriage & Civil Partnership
- Race
- Disability
- Sexual orientation
- Religion or Belief
- Age
- Gender reassignment
- Pregnancy & Maternity

HYP opposes all forms of unlawful and unfair discrimination.





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All service users will be treated fairly and with respect. Everyone will be helped and encouraged to develop their full potential and the talents and resources of the team will be fully utilised to maximise the individuals' time with us.

Our commitment:

- To create an environment in which individual differences and the contributions of each individual are recognised and valued.
- Every service user is entitled to an environment that promotes dignity and respect to all. To that end no form of intimidation, bullying or harassment will be tolerated.
- We will regularly review all our equality and diversity practices and procedures to ensure fairness for all.
- Breaches of our equality policy will be taken very seriously and followed up appropriately by the management team.
- This policy is fully supported by the whole HYP team.

What does it mean for me?

- Equality means treating people the same, even if they come from different backgrounds.
- Diversity is about recognising people are different and respecting these values and differences.

So, while you are at HYP you can be sure we will support everyone to achieve and reach their potential.

What you can expect from us:

- Listen to, value and respond to your views and ideas.
- Treat you fairly and with respect.
- Support you to reach your potential.
- Give information, advice and guidance when appropriate.





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What we expect from you:

- Treat staff and peers fairly and with respect.
- Turn up open minded and willing to take part in activities.
- Listen and respond to policies and instructions from staff.
- Ask for help if you need it.

If you think you are not being treated equally or fairly please speak to either the project manager or deputy manager member of the HYP team.

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