

1. Introduction

ASPIRE 2 Succeed is committed to promoting a supportive and inclusive culture for all our volunteers and young people. We aim to ensure that no, staff or young people experiences less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender reassignment or parental/marital status, sexual orientation, or disability.

2. Aims

ASPIRE 2 Succeed will work to ensure that everyone is:

- Treated fairly and without discrimination during their time with the organisation.
- Treated with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable.

3. Roles and responsibilities

ASPIRE 2 Succeed is committed to promoting equality for all. If a volunteer or young person feels they have been subject to discrimination, which is in direct conflict with our commitment to equality of opportunity, they should raise this with a Trustee.

All volunteers have a responsibility to treat others with dignity and respect. If a volunteer or young person is found to have acted in a deliberate discriminatory manner, the appropriate disciplinary procedures will apply.

All volunteers, parents and young people will be informed that an equality and diversity policy is in operation and are bound to comply with its requirements.

This policy will also be drawn to the attention of funding agencies, stakeholders, new volunteers, and guest speakers through appropriate communication channels.

It is expected that when staff and volunteers are representing ASPIRE 2 Succeed in an external capacity and as part of their role, that they will endeavour to ensure that equality and diversity principles and practices are adhered to.

The Equality Act 2010 has 9 protected characteristics, which are:

- Age,
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion and belief
- sex
- sexual orientation

Under the Act people are not allowed to discriminate, harass, or victimise another person because they have any of the above protected characteristics.

ASPIRE 2 Succeed will also give due regard to reducing the inequalities of outcome which result from socio-economic disadvantage.

The Equality Act 2010 includes a new public sector Equality Duty which states that public bodies must have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity
- Foster good relations between different groups

4. Monitoring and Evaluation

ASPIRE 2 Succeed will regularly evaluate its services and the effectiveness of its equality and diversity policy.

Review of this Policy

ASPIRE 2 Succeed commitment to equality and diversity will ensure this policy is an active one. This document will be amended on a regular basis as part of this active commitment.

ASPIRE 2 Succeed will seek to keep up to date with new developments in Equality and Diversity practice and actively seek information on this issue.