



Cuddington & Sandiway Youth Club Equality, Diversity & Inclusion (EDI) Policy

Statement of Intent

Valuing diversity, reducing inequality, and ensuring all people are treated with dignity and respect are fundamental to Cuddington & Sandiway Youth Club. We are committed to creating an environment that celebrates diversity, tackles all forms of discrimination, and actively progresses inclusion—for example, by being anti-racist rather than simply addressing discrimination. We strive to create opportunities for all adult team members and young people to thrive in an inclusive environment.

We want everyone associated with Cuddington & Sandiway Youth Club to have a fair and equal opportunity to achieve their very best in a safe and supportive environment. We expect all team members, be they workers, volunteers, or contractors, to understand the importance of these principles and to act consistently with them.

Achieving greater diversity, advancing equality of opportunity, and establishing strong inclusive cultures is everyone's responsibility. Cuddington & Sandiway Youth Club values the contributions of a diverse workforce and is fully committed to eliminating unlawful and unfair discrimination. This policy seeks to prevent and address any unlawful discrimination or unfair treatment, whether intentional or unintentional, direct or indirect.

The Lead Youth Worker (and Project Lead for Study Space) is responsible for the implementation of this policy, with support from team members at all levels. It is the responsibility of everyone involved in Cuddington & Sandiway Youth Club to ensure the principles of the Equality, Diversity and Inclusion Policy are understood and implemented.

What is equality, diversity and inclusion?

'Equality' means treating everyone fairly, with equal opportunities and rights. Different people need different support to access the same opportunities.

'Diversity' recognises that this world is full of differences. We should note, value and positively embrace these differences. Differences need to be recognised. But it is equally important that, whilst recognising them, each and every person does so positively, with the importance of equality at the forefront of their minds.

‘Inclusion’ means making everyone feel welcome, respected and valued.

Why might a person be treated unfairly or less favourably?

Cuddington & Sandiway Youth Club is committed to ensuring that all people regardless of their age, disability, colour, race, ethnic origin, sex, gender identity, gender expression, marital or civil partnership, sexual orientation, pregnancy and maternity, nationality, religion or belief have a genuine and equal opportunity to participate in all Cuddington & Sandiway Youth Club activities.

Discrimination may also occur if someone is treated unfairly because they are associated with or perceived to have a protected characteristic.

What are the different types of discrimination?

Discrimination can take many forms including verbal, physical and online abuse. It is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

- **Direct discrimination:** treating someone less favourably because of a protected characteristic. For example, refusing to work with someone based on their trans status or gender identity.
- **Discrimination by association:** discrimination due to association with someone with a protected characteristic. For example, an employee who is straight is treated unfairly because they have been seen socialising with someone who is gay.
- **Discrimination by perception:** discrimination because someone is thought to possess a particular protected characteristic. For example, a heterosexual man who is perceived to be gay or bi.
- **Indirect discrimination:** Policies or practices that disadvantage a group with a protected characteristic unless justified for legitimate reasons. For example, requiring an interview candidate to quickly read and interpret a long piece of text that could put people with dyslexia at a disadvantage or requiring people to be clean shaven can put some religious groups at a disadvantage.
- **Harassment:** Creating a hostile, humiliating, or offensive environment related to a protected characteristic. We also consider it harassment for a worker to be subjected to uninvited conduct related to a protected characteristic which – as an intended or unintended consequence – violates their dignity. For example name calling, lewd comments, excluding colleagues, making insensitive jokes and displaying pornographic material.
- **Victimisation:** Treating someone less favourably for raising a complaint or supporting a colleague. For example, an employee who is ostracised or

dismissed at work because they spoke up on behalf of one of their colleagues in a harassment investigation.

- **Bullying:** Behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, unfairly criticise or injure. Bullying is not limited to but can include racist, sexist, ableist and homophobic/biphobic/transphobic language and/or abuse.

Disability-specific discrimination includes:

- Failing to make reasonable adjustments to reduce disadvantages.
- Treating someone less favourably because of something arising from their disability (rather than the disability itself) without good reason which justifies that treatment.

Application to Young People and the Youth Club Environment

Cuddington & Sandiway Youth Club extends all principles of fairness, equity, and dignity directly to the young people who access our services. To ensure an inclusive environment for young people, we commit to the following standards:

- **Neurodiversity and Learning Support:** We recognise that young people learn differently. We will make reasonable adjustments to our Study Space study support, resources, and environment to ensure neurodivergent young people (e.g., those with dyslexia, ADHD, autism) can access the space equitably.
- **Zero Tolerance for Peer-on-Peer Discrimination:** Bullying, exclusion, harmful teasing, or discriminatory language used by a young person against another young person based on their identity or background is strictly prohibited and will be managed under our behaviour management procedures.
- **Inclusivity of Identity:** All young people will be respected regarding their gender identity, race, religion, sexual orientation, and cultural background. Staff and volunteers will use preferred names and pronouns and ensure a welcoming space for all.
- **Fair Access to Resources:** Access to equipment, support, and space will be allocated fairly based on need, ensuring no young person is disadvantaged.

How we carry out our responsibilities and duties

Everyone at Cuddington & Sandiway Youth Club is essential to the success of this Policy. We all have a legal responsibility to comply with it, and any of us, regardless of seniority, may be personally liable in an employment tribunal for unlawful discrimination if this Policy is breached.

Cuddington & Sandiway Youth Club's Code of Conduct sets out the expected standards of behaviour and should be read alongside this Policy.

Everyone involved at Cuddington & Sandiway Youth Club has a responsibility for adhering to these standards of conduct, behaviour and treating everyone with dignity, respect, sensitivity and fairness.

Line managers are expected to act in full accordance with this Policy, lead by example, and maintain appropriate standards of behaviour within the teams they manage. They play a critical role in ensuring the Cuddington & Sandiway Youth Club meets its Equality, Diversity and Inclusion (EDI) standards through accountability, championing, and role-modelling good practice. By demonstrating the importance of EDI in their daily actions, leaders embed a culture of inclusion, fairness, and respect.

The ethos and standards covered by this Policy can only be achieved and maintained if everyone cooperates fully and embrace the approach in this Policy. It is important to understand that compliance with the Policy is a legal responsibility. Breaches may result in liability for Cuddington & Sandiway Youth Club and potentially for individuals, including compensation claims. We expect all of our people to take personal responsibility for following this Policy's aims and commitments and for raising any actual or potential breaches to our attention.

Commitment to equal opportunities in recruitment, training and development

Recruitment, promotion, and selection processes will be based on merit, using criteria that avoid discrimination.

Cuddington & Sandiway Youth Club may implement equitable practices and positive action to address inequalities and remove barriers, ensuring individuals from protected characteristic groups have fair access to opportunities.

Cuddington & Sandiway Youth Club regards discrimination, harassment, bullying or victimisation as gross misconduct and may result in immediate termination of involvement with Cuddington & Sandiway Youth Club without notice. Complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any individual who unlawfully discriminates against, harasses, bullies or victimises any other person.

How we enforce this Policy and handle breaches

We will investigate any complaint or allegation raised regarding a potential breach of this Policy. If you believe you have been harassed or discriminated against, you should contact the Lead Youth Worker as soon as possible. If you want to take formal action, you will need to follow our Complaints Policy.

Individuals will face disciplinary action if we find you have harassed or discriminated against anyone else, in breach of this Policy. We may terminate your involvement without notice.

Occasionally, people make complaints in bad faith, knowing that they're not true. People might do this to avoid or deflect disciplinary action or performance management. We view any complaint made in bad faith as an act of misconduct, and this will normally lead to termination of involvement in Cuddington & Sandiway Youth Club.

Policy Control and Approval Record

This policy was formally reviewed, approved, and adopted by the Management Committee of Cuddington & Sandiway Youth Club.

- Date of Committee Approval: 08/09/2026
- Next Mandatory Review Date: September 2028