



**THE PLACE**

## **Equality and Diversity Policy**

**The Place Youth Club are committed to encouraging diversity and inclusion and to ensuring there is no discrimination in our company. We want our workforce to be truly representative of all sections of society. We want our charity to be one in which every employee and young person feels respected and able to give of their best.**

**This policy provides a framework of equality and fairness for all in our employment. It expresses our commitment not to discriminate on the grounds of age, disability, gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, religion or belief and sexual orientation. We oppose all forms of unlawful and unfair discrimination.**

**This policy applies to all our employed staff and volunteers.**

**We will:**

- **Create an environment in which individual differences and the contributions of all our young people and staff are recognised and valued.**
- **Ensure every employee can work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.**
- **Ensure training, development and progression opportunities are available to all staff.**
- **Ensure that all staff have read and understood this policy by signing their name.**

*This policy is fully supported by the board of trustees. Breaches of the policy may be regarded as misconduct and could lead to disciplinary proceedings.*