



EQUALITY AND DIVERSITY POLICY

1. Statement of Intent

This policy is framed in the light of the provisions of the Equality Act of 2010 and the statement of protected characteristics under the Act.

Croydon Youth Theatre Organisation (CYTO) recognises that many people in our society experience prejudice, discrimination or lack of opportunity because of their race, colour, religion or faith, national origin, ethnic origin, political belief, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, criminal record, social class or income level.

CYTO is committed to challenging discrimination and lack of opportunity through its policy and practice. CYTO will co-operate with any organisation which is also seeking to achieve these ends, and the organisation will endeavour to promote non-discriminatory practice throughout our own spheres of influence.

CYTO believes that the UK is a multi-cultural society and that cultural diversity positively enriches our society. We aim to create a culture within the organisation that respects and values each other's differences. These can improve our ability to meet the needs of the people we serve.

All staff, volunteers and committee members must declare their support for the objectives of this Equality and Diversity policy. Failure to do so may result in disciplinary action.

2. What is Discrimination?

CYTO believes that discrimination can take one or more of the forms set out below:

Direct Discrimination – treating one person less favourably than another in the same or similar circumstances or segregating them from others because they are, for example, a lesbian or gay man or because they have an illness or disability. Refusing to employ someone for one of these reasons would constitute such discrimination.

Indirect Discrimination – where there is a requirement or condition which applies equally to everyone but which, in practice, has an adverse effect on a particular group and cannot be justified. For example, an unnecessary physical or age requirement can discriminate against women or disabled people.

Associative Discrimination - treating a person less favourably because they are associated with another person with a protected characteristic. For example, refusing to employ a person who cares for a disabled relative on the assumption that they would be unreliable.



Perceptive Discrimination – subjecting a person to unfavourable treatment on the basis of a perceived protected characteristic. For example, rejecting a job application from a person on the basis of the possible ethnicity of their surname.

Harassment – Discrimination also covers actions which amount to abuse and/or harassment of people or groups, because they have a protected characteristic. CYTO acknowledges responsibility for taking reasonable steps to ensure that there is no discrimination by trustees, staff, volunteers or clients and to take appropriate action to prevent any recurrence if necessary.

Victimisation – occurs when a person is treated less favourably or is discriminated against because she/he has pursued or intends to pursue their rights in respect of alleged discrimination.

Disability Discrimination – unfavourable treatment of a person because of something arising from their disability eg criticising their slowness in working caused by medication or lack of mobility.

Institutional Racism – the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, age, sexual orientation or ethnic origin. It can be seen, for example, in the processes, attitudes and behaviour which amount to discrimination or in unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.

Racist Incidents – any incident reported to the Management Committee as a racist incident will be investigated. If the victim doesn't want to complain, another person may do so.

Discrimination in any of the forms stated above is unacceptable, regardless of whether there was any intention to discriminate or not.

3. Policy Statement

(a) Staff Development

All staff and volunteers of CYTO will have access to opportunities to enable them to learn and develop skills in line with CYTO's objectives.

Decisions about learning and development will be made in accordance with the CYTO Training and Development Policy and recorded and monitored in the organisation's annual training plan.

(b) Service Provision

All CYTO services are covered by this policy.

CYTO will ensure that all members have equal access to our services according to the principles set out above, taking into account our Service Limitations (see separate document).

CYTO will ensure as far as possible that its premises, publicity and methods of service delivery facilitate equality of access.

CYTO's services will be reviewed regularly and changed where needed.

CYTO will monitor and consult its members and regularly evaluate the findings.



(c) Recruitment and selection

CYTO believes that no person or group should be treated less favourably in employment because of the reasons set out above.

CYTO will monitor staff appointments to ensure no discrimination is occurring at the point of selection.

A separate Recruitment Policy gives full details of the process CYTO will use to ensure equality of opportunity.

The principles of this policy will also apply to the recruitment of volunteers.

In the composition of the Management Committee and staff group, CYTO will also pursue its commitment to equality of opportunity. Service users should be well represented and CYTO will endeavour to redress any imbalance.

(d) Implementation and Monitoring

Monitoring of the Equality and Diversity policy and its implementation is the responsibility of the Management Committee. The Committee will formally review the policy on an annual basis.

All members of staff and volunteers are responsible for reporting to the Chair any instance of discrimination by CYTO or any person representing CYTO. Any such reports will be brought to the attention of the Management Committee.

Induction for staff, Committee members and volunteers will include a briefing on the Equality and Diversity policy and a copy of the policy will be given to each one.

Anti-discrimination training will be arranged for staff and volunteers when a need is identified.

Publicity and literature relating to CYTO's services will be provided in accessible formats and clear language, free from jargon.

(e) Relationship to Race Equality Scheme (specific requirement under the Race Relations Amendment Act 2000)

CYTO is not specifically required to formulate a Race Equality Scheme. However, the Management recognises that when working with public organisations, it has a duty to uphold the requirements of the Race Relations Amendment Act 2000. To this effect, the organisation always endeavours to match good practice, and where appropriate, will liaise with the relevant public organisation to uphold their equality practices.

Although a Race Equality Scheme aims specifically to deal with race discrimination, CYTO is committed to tackling all forms of unlawful or immoral discrimination, and as such, all statements made in this document relate to all types of discrimination that may occur.

Reviewed: November 2017

Being reviewed: September 2021



EQUALITY AND DIVERSITY POLICY

All staff, volunteers and members of the management committee of CYTO must agree to maintain confidentiality at all times, unless a conflict of interest has been identified.

COMMITMENT TO EQUALITY AND DIVERSITY

As a trustee / management committee member / member of staff / volunteer (*please delete*) of Croydon Youth Theatre Organisation, I confirm that:

- I have read and understood the Confidentiality Policy
- I have been given a copy of the policy
- I will act at all times in accordance with the policy for the protection and reassurance of clients.

Name (*please print*).....

Signed.....

Date.....