



Patron: The Duke of Richmond and Gordon

Chichester Boys' Club CIO

Equality, Equity, Diversity and Inclusion Policy

Introduction

Chichester Boys' Club expects all trustees, employees, leaders and volunteers to have positive attitudes towards, and positive relationships with, all young people and vulnerable adults and colleagues.

Trustees, employees, leaders and volunteers are expected to adhere to this Policy by the following:

- Creating a fairer society where all can participate and can fulfil their potential; this is equality in practice;
- Recognising and treating all as individuals by placing a positive value on their diversity in our organisation and the wider community;
- Where all are embraced irrespective of sex, marital status, race, colour, nationality, ethnic origin, faith, religion, disability, age or sexual orientation. This is inclusion in practice which is about giving equal access and opportunities and getting rid of discrimination and intolerance.

Our activities create an environment where people can become voluntarily involved in informal activities. Many people who work in the club have taken part in training that enable them to support people. Our work involving young people, whilst predominantly club based, takes part in a variety of settings. This gives a platform from which other work can take place.

Where young people are concerned, our ethos is that young people are voluntarily engaged in our work and access our programs through being group members. We strive to involve the young person in the decision-making processes where possible and encourage member groups to enable young people to play a key role in their organisation so that it is focused on their needs. The need to be anti-discriminatory and promote equality of opportunity is central to our work.

Operating the policy

Chichester Boys' Club is committed to the provision of equal access for all to the full range of its activities. We will seek to meet the diverse needs of all relevant to the communities of which they are members. We are fully committed to equal opportunity, respect for diversity, freedom of expression for all, and the need to challenge any form of discrimination.

Chichester Boys' Club values diversity and is committed to ensuring that diversity is reflected strongly within our trustees, employee and volunteer structures. This includes a commitment to keep our practices under review, leading to action where necessary, in order to attract trustees, staff and volunteers from all sections of the community.

This Policy reflects both the aims of Chichester Boys' Club and the spirit and intentions of legislation which outlaws discrimination. Chichester Boys' Club recognises that people from different backgrounds can bring fresh ideas and skills. We value diversity and welcome interest from all sections of the community, and it is committed to building and reinforcing a culture where people value each other and treat each other with dignity and respect.

As an employer of paid staff and an organisation made up of trustees and volunteers, Chichester Boys' Club aims to ensure that no individual receives less favourable treatment on the grounds of marital status, race, colour, nationality, ethnic origin, disability, age or sexual orientation.

Entry to employment and promotion or change of post for paid staff, or the equivalent for trustees and volunteers within CBC, is determined by personal merit and ability relevant to the aims of the organisation.

To implement this policy, we will take reasonable steps to:

- Efficiently communicate the policy to all our employees, leaders and volunteers.
- Make all employees involved in recruitment aware of their responsibilities.
- Design advertisements and recruitment drives to effectively apply this policy; and
- Carry out appropriate monitoring of job applicants and, where appropriate, our employees and volunteers to assess how effective this policy is.

Responsibilities

The trustees have overall responsibility for implementing and monitoring the effectiveness of this policy. They also have a fundamental role in promoting the equality of opportunity across the organisation

Chichester Boys' Club is committed to keeping requirements and practices under review, and to act where necessary to facilitate the recruitment, involvement and development of employees, trustees, and volunteers from all sections of the community. It welcomes differences and recognises that action may be needed to give everyone a chance to contribute on equal terms within the aims of the organisation.

It is the responsibility of every individual to eliminate discrimination by ensuring the practical application of this policy

All allegations of discrimination will be treated accordingly and the following process adopted. Sexual and racial harassment are forms of discrimination on the grounds of a person's sex or race. This, and any other harassment, could be considered a disciplinary offence. In the first instance this should be reported to the Youth Development Leader. If the allegation is against the Youth Development Leader it should be directed to the Chairman Of Trustees.

Working with member youth organisations

Chichester Boys' Club provides opportunities and encourages participation at every level. This could be in the form of building the initial relationship where young people and vulnerable adults who attend events for the first time through regular attendance at clubs

and activities. Chichester Boys' Club aims to increase a young person and vulnerable adult's involvement to full participation at their level with the aim of supporting the development of life skills in sharing their learning with others and forming peer support/educational sessions calling on such skills as planning, delivering, and evaluating the activities whilst achieving recognised accredited outcomes. Their role will also include such things as having their voice captured in policies and procedures within the organisation. This will be supported and managed by development of a Youth Committee.

Recruitment and Selection

The processes of recruitment and selection are important to the application of our equal opportunities policy. The recruitment process will be conducted in such a way as to result in the selection of the most suitable person for the job in terms of relevant experience, abilities, and qualifications. Chichester Boys' Club is committed to applying this Policy at all stages of recruitment and selection.

Job descriptions, where used, will be written to ensure that they are in line with this Policy. Job requirements will be reflected accurately in any personnel specifications.

We will implement a consistent, non-discriminatory approach to the advertising of vacancies. We will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a specific group.

All applicants who apply for employment with us will receive fair treatment and will be considered solely on their ability to do the job.

Selection decisions will not be influenced by any perceived prejudices of other staff.

Policy Date: 5 February 2025 2025

Review Date: February 2026

Signed by Chairman of the Trustees:

