



Centre

Hastings & Rother YMCA Registered Charity Number 305243

Equality, Diversity & Inclusion Policy

1. Purpose

This policy affirms our commitment to creating and maintaining an environment where every individual is treated with respect and dignity. We strive to promote equality, embrace diversity, and foster an inclusive culture that reflects the communities we serve.

2. Scope

This policy applies to all staff, trustees, volunteers, and participants engaged with Hastings & Rother YMCA, as well as any external partners or service users interacting with our programmes and services.

3. Key Principles

- **Equality of Opportunity:** Everyone has the right to access our services and opportunities without discrimination based on age, gender, race, disability, religion, sexual orientation, or any other characteristic.
- **Diversity:** We value the unique contributions and perspectives of all individuals and actively seek to enhance diversity throughout our organisation.
- **Inclusion:** We are dedicated to creating a supportive environment where all individuals feel valued, their voices heard, and their potential fully realised.

4. Responsibilities

- **Management:** Ensure that policies, practices, and decision-making processes promote equal opportunity and challenge discrimination.
- **Staff and Volunteers:** Uphold the principles of equality, diversity, and inclusion in all interactions, and report any incidents of non-compliance.
- **Service Users:** Expected to respect the rights and differences of others and contribute to a positive, supportive atmosphere.

5. Implementation

- **Training:** Regular training sessions will be provided to staff and volunteers to reinforce the principles of equality, diversity, and inclusion.
- **Monitoring & Feedback:** We will monitor our practices, listen to feedback, and conduct periodic reviews to identify areas for improvement.
- **Complaint Procedure:** Any concerns related to discrimination or exclusion should be reported promptly through our established complaints channels and will be addressed in a fair and timely manner.

6. Review

This policy is reviewed annually by the management team to ensure its continued relevance and effectiveness.

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Y Centre

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