

Open Door Equality & Diversity Policy

Policy Statement

This Open Door Equal Opportunities & Diversity Policy reflects both the Aims and Purposes of the YMCA and the spirit and intentions of legislation, which outlaws discrimination. Open Door values diversity and welcomes interest from all sections of the community, and it is committed to build and reinforce a culture where people value each other and treat each other with dignity and respect.

- No Host, Young Person or staff member receives less favourable treatment on the grounds of his or her race, nationality, ethnic origin, religion, religious or philosophical belief, sex, marital status, sexual orientation, disability, age, part-time status or trade union activities.
- No Host, Young Person or Staff Member is placed at any disadvantage on the above grounds that are not justifiable in law under the relevant legislation.

YMCA Open Door is committed to keep requirements and practices under review and to take action where necessary in order to facilitate the recruitment, involvement and development of paid staff, Hosts and young people from all sections of the community. It welcomes difference and recognises that action may be needed to give everyone a chance to contribute on equal terms within the aims and purposes of the YMCA.

The Aims and Purposes of the YMCA express its ethos as an ecumenical Christian Movement. Accordingly all those in roles which are assessed to be central in promoting the Movement's Christian ethos and enabling people to experience, explore and express the faith based motivation of its work, are required to demonstrate a commitment to the Christian faith as a GOR. People in all other roles are expected to respect the Movement's faith based ethos and uphold its values. For these roles we welcome people of all faiths and none.

The Equal Opportunity & Diversity policy is communicated to all Open Door Hosts during the Host Preparation Course. It is the responsibility of every individual, both staff and hosts, to eliminate discrimination by ensuring the practical application of the Equal Opportunity and Diversity policy and reporting incidents of discrimination to the Supported Lodgings Manager or the Chief Officer for Housing

All allegations of discrimination will be treated seriously. Any discrimination is totally unacceptable to YMCA Open Door and any Host found to be discriminating will be referred back to the approval panel.

Rachael Taylor Tel. 0121 524 1974/Sally Cowan – Chief Officer for Housing Tel. 01902 371586