



South Northants
Youth Engagement

South Northants Youth Engagement (SNYE) EQUAL OPPORTUNITIES POLICY

Updated: March 2026

Review cycle: Annual

This document updates the August 2025 policy to reflect current legislation and guidance.

1. Policy Statement

SNYE, BYE and TYE are committed to promoting equality, diversity and inclusion across all aspects of our work. We aim to create an environment where all staff, volunteers, young people, partners and members of the public are treated with dignity and respect.

We will not tolerate discrimination, harassment, bullying or victimisation and will work actively to ensure equal opportunities in employment, volunteering and the delivery of our services.

2. Purpose

The purpose of this policy is to ensure that equality, fairness and respect are embedded in all areas of our organisation, including recruitment, employment practices and service delivery.

3. Scope

This policy applies to all trustees, employees, volunteers, sessional workers, contractors and anyone representing the organisation. It also applies to our interactions with service users, partners, suppliers and the wider public.



South Northants
Youth Engagement

4. Legal Framework

This policy is informed by the Equality Act 2010. Under this legislation it is unlawful to discriminate against individuals because of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

5. Our Commitments

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Create a working environment free from bullying, harassment, victimisation and unlawful discrimination.
- Promote dignity and respect for all, recognising and valuing individual differences and contributions.
- Ensure decisions about recruitment, promotion, training and development are based on merit.
- Provide opportunities for training and development to support staff and volunteers to reach their full potential.
- Take complaints of discrimination, bullying or harassment seriously and address them through appropriate procedures.

6. Responsibilities

Trustees:

- Ensure the organisation complies with equality legislation.



South Northants
Youth Engagement

- Approve and review this policy regularly.
- Promote a culture of equality, diversity and inclusion.

Managers and Staff:

- Treat others with dignity and respect.
- Support an inclusive working environment.
- Avoid discriminatory behaviour and challenge it where appropriate.
- Follow organisational procedures when concerns or complaints arise.

7. Complaints and Conduct

Any complaints of discrimination, bullying, harassment or victimisation will be taken seriously and handled through the organisation's grievance and/or disciplinary procedures.

Serious breaches of this policy may be treated as gross misconduct and could lead to dismissal or termination of involvement with the organisation.

In some circumstances, behaviour may also constitute a criminal offence, including harassment under the Protection from Harassment Act 1997 or offences related to sexual harassment or assault.

8. Monitoring and Review

The organisation will monitor equality and diversity within the workforce where appropriate, including information such as age, gender, ethnicity, disability, religion or belief and sexual orientation, to help identify and address barriers to inclusion.

This policy will be reviewed annually by the Trustees to ensure it remains compliant with legislation and reflects best practice.

9. Related Policies

- Safeguarding Policy
- Code of Conduct



South Northants
Youth Engagement

- Grievance and Disciplinary Procedures
- Volunteer Policy