

Equality, Diversity and Inclusion Policy

This policy was written with guidance from the Community First Yorkshire

This policy was created in **March 2025**

This policy was last updated in **March 2025**

This policy is due for review no later than **March 2026**

1. Purpose

- a. To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010.
- b. To ensure that recruitment, promotion, training, development, assessment, benefits, terms and conditions and dismissals of volunteers are determined on the basis of capability, qualifications, experience, skills and productivity.

2. Scope

- a. Selby CoderDojo seeks to apply this policy in the recruitment, selection, training, appraisal, development and promotion of all volunteers. Selby CoderDojo seeks to offer services to the community in a fashion that complies with the spirit of this Policy.
- b. Selby CoderDojo reserves the right to amend and update this Policy at any time.

3. Policy

- a. Selby CoderDojo is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.
- b. This Policy aims to remove unfair and discriminatory practices within the Organisation and to encourage full contribution from its diverse community.
- c. Selby CoderDojo is committed to actively opposing all forms of discrimination.
- d. Selby CoderDojo also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by Selby CoderDojo.
- e. Selby CoderDojo believes that all volunteers, stakeholders and customers are entitled to be treated with respect and dignity.

4. Responsibilities

- a. Implementation and review of this policy will be the responsibility of the Trustee Board.
- b. All volunteers, stakeholders and customers of Selby CoderDojo are required to act in a way that does not subject any individual or group to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.
- c. The cooperation of all volunteers is essential for the success of this Policy. Lead volunteers are required to follow this policy and to ensure that all volunteers, stakeholders and customers do the same.

- d. Volunteers may be held independently and individually liable for their discriminatory acts by Selby CoderDojo and may in certain instances be subject to a compensation order to reimburse the person who has suffered as a result of discriminatory acts.
- e. Selby CoderDojo takes responsibility for achieving the objectives of this policy, and endeavours to ensure compliance with relevant Legislation and Codes of Practice.

5. Managing Discriminatory Behaviour

- a. In the event that a volunteer is the subject or perpetrator of, or witness to, discriminatory behaviour, the complaints and whistleblowing policy will apply.