



## Equality, Diversity, Inclusion and Human Rights Policy

Respect for the principles of equality, diversity and inclusion are at the heart of the Christian beliefs that underpin the Dunbar Area Christian Youth Project (DACYP). DACYP is committed to creating and sustaining an inclusive culture and working to eliminate harassment, bullying and victimisation in all its forms in the work in which it is engaged.

### SCOPE

This policy sets out DACYP's overall aim to promote equal opportunities, value diversity, combat discrimination and create a positive inclusive environment where employees, volunteers and those who access the services provided feel valued, and are treated with respect and dignity. This includes those in vulnerable or marginalised groups with whom DACYP may come into contact

### DEFINITIONS

Equality does not mean treating people the same but is about recognising that everyone is different, yet deserving of an equal level of respect, and that all people have an equal opportunity to fulfil their potential

Diversity is concerned with recognising, respecting and valuing the positive aspects of difference.

Inclusion is about creating a positive environment and culture where barriers to participation are removed and people are respected and valued for the positive things they bring.

### POLICY

1. Everyone (volunteers, employees and youth) will be treated fairly and with an equal level of respect.
2. We are committed to trying to ensure that discrimination is eliminated and everyone has the opportunity to achieve their full potential.
3. Unlawful discrimination, harassment, bullying or victimisation towards anyone will not be tolerated.
4. Understanding of difference and inclusion will be promoted with the programmes DACYP offers as part of developing a positive environment and culture.
5. Where relevant, issues of equality, diversity and inclusion, and human rights will be considered as part of the decision-making process.
6. DACYP will ensure that, wherever possible, barriers to access to its programmes will be removed, including those relating to disability, the provision of accessible information, equality of opportunity and inclusion.