

EQUAL OPPORTUNITIES FOR YOUNG PEOPLE POLICY

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Policy Document SP-05

RISE LEARNING ZONE

EQUAL OPPORTUNITIES FOR YOUNG PEOPLE POLICY

Working Practices

RISE Learning Zone welcomes and celebrates the richness and diversity of young people in Nottinghamshire and is strongly committed to achieving equal opportunities for all young people and others who engage in RISE .

RISE Learning Zone recognises, however, that some people suffer oppression, unfair discrimination and lack of opportunity on various grounds, including, for example, their:-

- Race, skin colour, nationality or heritage
- Gender
- Sexuality
- Physical, sensory or learning disability
- Faith, religion, beliefs or culture
- Address
- Age
- Family situations
- Class
- Physical, sexual or emotional health
- Marital status
- Spent and unspent criminal convictions
- Trade union activity
- Unemployment

RISE Learning Zone is committed to:-

- establishing and maintaining a culture of implementing equal opportunities in all that it does
- taking positive action in seeking to promote social justice

- implementing anti-discriminatory practices in all areas of work, and amongst young people who use the services of the Project
- challenging oppression and inequality
- sharing its experiences through openness and transparency
- empowering young people through discourse and informal education

RISE Learning Zone seeks to show the following indicators of being an equal opportunities organisation, including having:-

- high quality services that are accessible and sensitive to the needs of a diversity of young people who use (and potential users of) the services of the project
- a commitment to work with the most disadvantaged young people and groups and to record and monitor the young people who do use the project
- fair and effective employment practices
- proper representation of young people, in terms of management, paid staff and volunteers
- procedures for monitoring, reviewing and evaluating all aspects of the organisation's performance every year, in order to continually develop good practice and up-to-date policies
- reporting and accounting to appropriate people and agencies
- regular training and support for RISE team members (employees and volunteers) to implement the policies of the Project