



BYP Registered Charity Number: 1102702

Equality and Diversity Policy

Bradford Youth Players is committed to equality of opportunity. This commitment is a fundamental policy that is integral in all club activities and reflected in its values. All members of the club community are expected to uphold the policy and to ensure that their actions embody the commitment. The club promotes equality of opportunity in all aspects of its work, valuing the richness of ideas that diversity brings.

Bradford Youth Players strives to promote social inclusion and the development of potential through the provision of quality performance learning opportunities for all members. The club is committed to promoting equality and diversity to members, staff and potential staff, trustees, volunteers and partners, valuing the richness of ideas that diversity brings.

The club adheres to the Equality Act (2010) which lists the following nine protected characteristics:

- Age
- Disability
- Gender reassignment or gender identity
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Equality Act (2010) makes it illegal to treat someone less favourably because of their protected characteristic. It also outlaws bullying, harassment or victimisation

based on their protected characteristic and all staff, members, volunteers and trustees

are required to comply with the Act. In pursuance of commitment to diversity and the elimination of discrimination and harassment, the Bradford Youth Players is committed:

- To eliminate discrimination, harassment and victimisation
- To advance equality of opportunity for all
- To foster good relations across and between the protected characteristics
- To develop an awareness of equality and diversity issues amongst all
- To embed equality of opportunity in all policies, practices, decision making and evaluation processes.
- To monitor equality and diversity in all aspects of club life and investigate any issues which arise
- To create an environment that values difference and raises aspirations

The club will make reasonable adjustments to facilities and practices to avoid discrimination on the grounds of disability and will always ensure fairness and equality in respect of staff/volunteer/trustee recruitment, membership, auditions, and skills training.

Any breaches of the equality and diversity policy will be dealt with under the disciplinary policy by the Chair of trustees, or his elected representative.

October 2022