# Logo, company name Description automatically generated EQUALITY POLICY

### POLICY STATEMENT

Y:AMHS recognises that discrimination and victimisation is unacceptable and that it is in the interests of the charity to utilise the skills of every one who supports us. It is the aim of the charity to ensure that no volunteer or grant applicant receives less favourable facilities or treatment (either directly or indirectly) on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the **protected characteristics**).

Our aim is that our volunteer workforce will be truly representative of all sections of society and each volunteer feels respected and able to give of their best.

We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in our activities.

All volunteers and service users will be treated fairly and with respect.

Our volunteers and trustees will not discriminate directly or indirectly, or harass service users because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of the charity’s services.

This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

### OUR COMMITMENT

* To create an environment in which individual differences and the contributions of all are recognised and valued.
* No form of intimidation, bullying or harassment will be tolerated.
* To promote equality in all of our charitable activities.
* This policy is fully supported by the trustees.
* The policy will be monitored and reviewed regularly.

### THIRD PARTIES

Third-party harassment occurs where a Y:AMHS volunteer is harassed, and the harassment is related to a protected characteristic, by third parties. Y:AMHS will not tolerate such actions against it’s volunteers, and the volunteer concerned should inform the trustees at once that this has occurred. The charity will fully investigate and take all reasonable steps to ensure such harassment does not happen again.

### REVIEW

The effectiveness of this policy and associated arrangements will be reviewed annually by the trustees.