

## **EQUAL OPPORTUNITIES POLICY**

### Policy Statement

‘A Pluralistic Society’

Young Enterprise recognises that Britain is a pluralistic society. It is diverse in race, culture, creed and interests. We are aware that individuals and groups of people are sometimes discriminated against in unjustifiable ways, both directly and indirectly. Consequently, we welcome legislation that aims to put this right.

### Statement of Intent

We declare that it is our intention to ensure:

- a) that recruitment, training and treatment for those who work within Young Enterprise, either paid or voluntary, and
- b) that access to benefits, facilities and services we provide, and
- c) that access to participating in Young Enterprise programmes

are available to all without discrimination. We will ensure that no one is disadvantaged in any of these matters by conditions or requirements that cannot be shown to be justifiable. We will work to ensure that there is no discrimination on grounds of race, colour, nationality – including citizenship – or ethnic national origins, disability, age, gender, sexual identity, married or single status, or religious affiliation or offending background.

### Criminal Records

As an organisation using the Criminals Records Bureau (CRB) Disclosure service to assess applicants’ suitability for positions of trust, Young Enterprise complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

### Positive Action

It is also our intention to take positive action, within the law and as the law encourages, to ensure equality of opportunity and of treatment on the matters specified about throughout our sphere of influence, in so far as it lies within our power.

### Disability

Young Enterprise recognises that it has clear obligations towards all its employees and the community to ensure people with disabilities are afforded equal opportunities and will, where practicable, make reasonable adjustments in order for a disabled person to either be recruited or continue in an existing role.

### Implementation

We look to all our staff, board members, volunteers, in whatever capacity, and individuals to abide by and to promote this Policy. Any grievance or any matter relating to it, should be taken up with the National Board, together with the Chief Executive, who are jointly responsible for the monitoring and implementation of it.