Equality, Diversity & Inclusion Policy

Youth Café – West Monkton Parish Council

1. Purpose and Commitment

The Youth Café is committed to promoting equality, celebrating diversity, and fostering inclusion. We aim to create a safe, welcoming environment where all young people feel respected, valued, and empowered—regardless of their background, identity, or circumstances.

2. Scope

This policy applies to:

- All young people who engage with our services
- Staff, volunteers, and the Parish Council
- Visitors and partner organisations

3. Legal Framework

We comply with the **Equality Act 2010**, which protects individuals from discrimination based on:

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

4. Our Principles

We follow the National Youth Agency's **EEDIB Standards**:

- **Equity**: Fair access and support tailored to individual needs
- **Equality**: Equal treatment and opportunities for all
- **Diversity**: Recognition and celebration of differences
- **Inclusion**: Active participation and belonging
- **Belonging**: Creating spaces where everyone feels seen and heard

5. Our Commitments

- Provide inclusive activities and outreach
- Challenge discrimination and prejudice

- Ensure accessible spaces and communication
- Recruit and train staff with EDI awareness
- Monitor and evaluate our practices regularly

6. Safeguarding and Confidentiality

We recognise that discrimination can be a safeguarding concern. All disclosures will be handled sensitively, and we will act in line with our safeguarding policy.

7. Reporting and Accountability

Young people, staff, and volunteers are encouraged to report concerns. We will:

- Investigate fairly and promptly
- Take appropriate action
- Learn from incidents to improve practice

8. Review Cycle

This policy will be reviewed annually or sooner if legislation or practice changes.