
Equal Opportunities Policy

Young Futures Norwich CIC

Young Futures Norwich CIC is committed to promoting equality, diversity and inclusion and to creating a welcoming, respectful and safe environment for all young people, volunteers and members of the community.

We operate in accordance with the Equality Act 2010 and believe that everyone should have fair and equal access to opportunities regardless of their background or personal circumstances.

Young Futures Norwich CIC will not tolerate discrimination, harassment or victimisation on the basis of the following protected characteristics:

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

We also recognise that socio-economic disadvantage can create barriers to participation and we aim to make our activities accessible to young people from all financial backgrounds.

Our programmes, including the Cooking for Kindness sessions, support young people to develop practical life skills, confidence, wellbeing and independence in a safe and supportive environment.

Young Futures Norwich CIC will:

- Treat all participants with fairness, dignity and respect
- Encourage participation from young people from diverse backgrounds
- Provide equal access to activities wherever reasonably possible
- Make reasonable adjustments to support disabled participants
- Challenge discrimination, bullying, harassment or exclusion
- Promote a positive culture of kindness, inclusion and mutual respect

This policy applies to all staff, volunteers, trustees/directors and participants involved in Young Futures Norwich CIC activities.

This policy will be reviewed annually and updated where necessary to ensure it remains effective and compliant with relevant legislation.