



## Equal Opportunities

### Introduction

The Blues Busters is a voluntary organisation based in Bognor Regis West Sussex providing a youth club for young people aged between 11-25, where they can relax, have fun, make friends and look towards a positive future, The club is open to all no matter of their disability, ethnic origin sexual orientation, gender, class or religion.

1. As an we organisation recognise that in our society power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds, including race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
2. We also actively work to promote a discrimination free youth group
3. Reserve the dignity and privacy of all staff, volunteers and young people involved in the youth club.
4. We also recognise that where direct or indirect discrimination occurs within the organisation occurs it is both morally and legally unacceptable.
5. The purpose of the Equal opportunities policy is to set our clearly and fully the positive action the Blues Busters

The policy applies to all staff/volunteers and young people at the youth club or involved in working with young people at the youth club

This policy is based on guidelines stated in the

- Sex discriminations act 1975 and 1986
- Protection from Harassment act 1997
- Human Rights act 1998
- Race Relations Act 1976 and
- Race Relations Amendment Act 2000
- Disability Discriminations act 2000

## Membership

The Blues Busters recognises and welcomes all young people with different abilities, disabilities, age, sexual orientation, class and religion to the youth club. To make sure that we abide to the equal opportunities standard within the youth club, the volunteers and staff of the Blues Busters have agreed rules that all staff, volunteers working with young people as well as the young people themselves, must consider these guidelines, when in the youth club facilities and environment.

### Youth Club rules and guidelines

- Nobody is unkind to anyone else in or out of the youth club facility, everyone has a right to feel safe from constant harassment and discrimination.
- We take all harassment and bullying incidents seriously.
- The responsible youth worker is to ensure that the hall is suitable for every ability, this means: it should be wheelchair accessible
- Everyone is to be welcoming of everyone in the youth club, whether they are new volunteer or new members.
- All members at the youth club, should treat others with respect and treat them fairly.
- If any volunteer or young person is verbally, physically unkind to any other member who particularly has certain difficulties this is to be reported to the youth project manager who will follow the anti-bullying policy stated within our safeguarding policy.

## **Volunteer recruitment**

We recognise the importance of equal recruitment when searching for volunteers and staff members to assist us in the development and running of the Blues Busters youth project. When we recruit and search for volunteers, the managers should consider putting a short equal opportunities statement in all volunteer job descriptions.

Once a potential volunteer has applied for a position at the youth club, the candidate should also provide us with a monitor of opportunities form which will provide us details to consider when recruiting.

## **The Youth club facilities**

The building which the youth club is ran, should have certain facilities which are aimed particularly for those with a disability such as a wheel chair user, there should be a wheel chair accessible ramp leading to the building, doors accessing the building should also be wide enough for a wheelchair, the toilets should be suitable for a wheelchair user with nessercery ramps and equipment.

Fire exits should be clearly visible for all to see.

The youth leaders should consider the abilities of all young people at the youth club and consider making adaptations to activities so all people with abilities can take part.

## **Responding to incidents**

If an incident of discrimination occurs at the youth club, whoever is being discriminated should notify a youth leader of what is happening. We understand that there may be some cases that an individual may not feel

comfortable talking about their experiences face to face, if this is the case, they can email the youth workers on [besafe@thebluesbusters.org.uk](mailto:besafe@thebluesbusters.org.uk) and we will respond within 2-4 hours.