



Equality and Diversity Policy

Voluntary & Community Organisation

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Equality & Diversity Policy

The Yemeni Community Association is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services. The YCA aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. The YCA are committed wherever practicable to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

It is the policy of The YCA to treat all management committee members, employees, volunteers and job applicants fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership status.

Furthermore The YCA will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.

The YCA will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

The YCA is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with the Chairman. However, all members of the management committee, employees and volunteers are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

Further Reading

Training & Development Policy

YCA Equality & Diversity Policy

Equal Opportunities Policy

Confidentiality and Data Protection Policy

Compliments, Comments and Complaints Policy and Procedures

Name(Printed):	Position:
Signature:	Date:

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