



## **The Equal Opportunities Policy**

### **Young People**

The Group is committed to equality of opportunity for all young people.

Accordingly:

a.

The Group is committed to extending its membership, its Purpose and Method to young people in all parts of society.

b.

No young person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- Class or socio-economic status;
- ethnic origin, nationality (or statelessness) or race;
- gender (including gender reassignment);
- marital or civil partnership status;
- sexual orientation;
- disability (including mental or physical ability);
- political belief;
- pregnancy;
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religion or belief (including the absence of belief) All Members of the Group should seek to practise that equality, especially in promoting access to activity for young people in all parts of society. The Group opposes all forms of racism.

### **Leaders and other volunteers**



To carry out its work the Group seeks to appoint effective and appropriate Leaders, and to involve other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment.

The overriding considerations in making all appointments shall be the safety and security of young people, and their continued development in accordance with the purpose and values of the groups as outlined in the Moral Compass.

Accordingly, all those whom the Group accepts as volunteers must be “fit and proper” persons to undertake the duties of the particular position to which they have been appointed and, the responsibilities of membership.

In making an appointment to a particular leadership or support position it may be appropriate to consider the gender and/or ethnicity of the potential appointee, in particular to ensure appropriate composition of leadership or supporting teams. The physical and mental ability of a particular potential appointee to fulfil a particular role will always be a relevant factor to consider.

Within these constraints, and those imposed by the need to ensure:

- the safety and security of young people;
- the continued development of young people; and
- equal opportunities for all;

no person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- age;
- class or socio-economic status;
- ethnic origin, nationality (or statelessness) or race;
- gender (including gender reassignment);
- marital or civil partnership status;
- sexual orientation;
- disability (including mental or physical ability);
- political belief;
- pregnancy;
- religion or belief (including the absence of belief)

**Note: Paedophilia is a bar to any involvement in the Group.**