Created by: _YWI Laois Board._   **Dated:** _____

Approved By: _YWI Laois Board._   **Dated:** _11-5-22_

I have read, understood and agree to abide by: YWI Laois – Equality Policy.

Signed:	Date:
Shannon Carroll O' Reilly	12/5/22
Niamh Kavanagh	8/6/22

Youth Work Ireland Laois   **Equality Policy**

Youth Work Ireland Laois (YWIL) is an equal opportunities youth service and employer, and operates the following Equality policy in order to ensure Equality of Opportunity and Access to existing and potential Staff, Volunteers, Board Members and Young People who avail of our service.

Introduction:

The purpose of this policy is to create an environment in our youth service and workplace whereby all are treated equally, and no person is treated less favourably than another on the grounds of:

- Gender Identity
- Marital Status
- Family Status
- Race/Ethnicity/National origin
- Religious Beliefs
- Sexual Orientation
- Disability
- Age
- Member of the Travelling Community
- Minority Group
- Address
- Socio-Economic status
- Political Affiliations
- Criminal Convictions

All persons will be provided with equality of access, and encouraged and supported to achieve their full potential. YWI Laois will continue to foster a genuine culture of equality.

Objectives:

The aim of this policy is to ensure that no employee, job applicant, Board Member, young person or student receives less favourable treatment on any grounds which cannot be shown to be justified. This applies to Recruitment, Selection, Training, Promotion, Pay and Employee benefits, Employee grievances and Discipline procedures, Working Conditions, and all terms and Conditions of Employment and Membership.

Structures:

YWI Laois will appoint an Equality Officer from the members of the Board of Directors.
YWI Laois will ensure this policy is circulated and communicated to every level of the organisation.

Responsibilities:

The responsibility for ensuring the provision of Equality rests primarily with YWI Laois as an employer and as a youth service. Responsibility for handling grievances will be handled firstly by the Equality Officer. The Regional Director and Supervisors have a particular responsibility to engender respect for difference and to accommodate diversity where appropriate.

All staff, volunteers, Board Members and young people have an important role to play in ensuring equality throughout the organisation.

It is also recognised that individual staff members on behalf of YWI Laois have responsibilities in law and are:-

- Required to co-operate with any measures introduced by YWI Laois to promote equality and diversity.
- Must not themselves, either directly or indirectly, discriminate against fellow staff, Young People, Volunteers, Board Members, or visitors to the organisation, or harass or intimidate them in any way.

Complaints & Redress:

All complaints in relation to Equality or alleged discrimination on the grounds of equality will be handled in accordance with grievance procedures as set out in the Employee Handbook.
Any person who wishes to raise issues concerning alleged discrimination or unfairness should do so in the first instance by contacting the Equality Officer. YWI Laois are committed to ensuring that all issues concerning alleged breaches of this policy will be dealt with seriously, promptly and with appropriate regard for confidentiality.

Review & Monitoring:

The overall responsibility for the monitoring and evaluation of the Equality Policy lies with the Board of Directors. All aspects of this Equality Policy will be monitored and reviewed annually.

The Board expects that all members will behave with integrity in the implementation of this procedure.