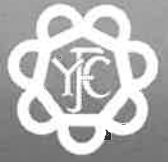




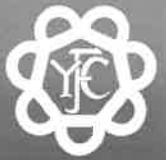
SUPPORT GUIDE



Equality & Diversity



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OBJECTIVES

This support guide will help you to:

To have a basic understanding of the Equality Act 2010

To identify and understand the 9 protected characteristics

Identify how YFC recognises the need to identify protected characteristics and support the inclusion and participation of all members



EQUALITY – RIGHTS FOR ALL

The state of being equal, especially in status, rights, or opportunities.

Oxford Dictionary

The Equality Review states that an 'Equal Society' protects and promotes equal, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and be.

The legal framework

The Equalities Act 2010 came into effect on the 1st October 2010. It brings together the legal requirements on equality that the private, public and voluntary sectors need to follow – simplifying it, removing inconsistencies and making it easier for people to understand and comply with.

It replaces all existing equality law including:

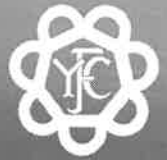
The Equal Pay Act 1970

The Sex Discrimination Act 1975

The Race Relations Act 1976

The Disability Discrimination Act 1995

It affects equality law at work, in delivering services and running clubs like Young Farmers.



THE PROTECTED CHARACTERISTICS

1

Disability

Voluntary organisations such as ours are required to make sure that 'reasonable adjustments' are made so that disabled people are able to participate. For example ensuring that your meeting venue has disabled access, that membership forms could be available in large type etc. We must ensure that members with disabilities (either from birth or through illness or incident) are not excluded from activities as they are not able to participate due to their disability. i.e. if the club set up a football match or a peak climbing challenge that meant individuals were not able to join in as a result of their disability.

2

Sex (gender)

Whilst we may hear sexist jokes, it is unlawful to discriminate someone based on their sex or sexual orientation. For example treating someone unfairly or harassing them if they are gay, sexist remarks shouldn't be made about members and gender shouldn't stop anyone applying for a club officer role.

Members may be excluded from activities if the club decides that certain activities are only suitable for males when females would also like to be involved i.e. girls/women may be excluded from participating in Rugby due to stereotypical beliefs, girls/women may be told they were only allowed to wrap (fleeces) when they would like to have a go at shearing during a club activity or when selecting members to compete in cooking/flower arranging competitions this was directed at the girls/women in the club rather than all the members.

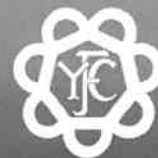
3

Gender Reassignment

This is a major process which involves a person reassigning their sex. It is personal process (rather than a medical process) which involves a person expressing their gender in a way that differs from or is inconsistent with the physical sex they were born with.

It does not matter which of these applies to a person for them to be protected because of the characteristic of gender reassignment. Confidentiality of information such as personal records is often extremely important for trans people. In particular, it may be a criminal offence for someone to disclose information about the gender history of a person with a Gender Recognition Certificate, or about their application for a Gender Recognition Certificate without that persons consent.

Members may be viewed in a different light if it is known that they have had a gender reassignment – this should be handled sensitively and to the wishes of the individual member/their parents regarding how they would like it to be addressed– during any gender



transitional periods where operations/counselling is taking place clubs may have to make special arrangements for toilet facilities/changing if this is taking place whilst they are a member, overnight stays and camping may require greater thought about where is the most appropriate place for the member to be.

4

Pregnancy and Maternity

When members or staff are pregnant or taking maternity leave they may be discriminated against if the club doesn't make the correct support available for the person during the pregnancy (i.e. rest breaks or reduced physical lifting) or the proper arrangements for their maternity leave, keeping in touch days and return to work. You will need to include pregnant/maternity leave women in your Risk Assessments

5

Marriage and Civil Partnership

Members should be treated the same if they are married or unmarried. Couples entering into a civil partnership will have many of the same rights as those who are married.

Members/staff may be discriminated against in terms of marriage or civil partnership. Younger members in particular may be very embarrassed that their mother has married another woman that their father has another male for a partner. They do not like other people to know and it may cause a lot of anguish to know that others are aware of the situation.

6

Race

Race includes a person's colour, nationality and ethnic or national origins; and a reference to people who share a particular protected characteristic – for example to people of the same racial group. The reference to ethnic and national origins covers a wide range of groups including Roma, Irish Travellers and Sikhs, amongst others.

Members may join YFC from a variety of races, this should have no effect on their participation in a YFC programme, as all members shape the YFC programme, members from different races or cultures may bring new activities and ideas from their experiences that will enrich the club programme

7

Religion or Belief

Members may have different religious beliefs and requirements i.e. prayer rooms may be needed for long activities or during religious festivals. Or the member may not be able to participate in YFC activities at certain times due to commitments to their religion or beliefs. For example Ramadan is when Muslims all over the world spend 30 days observing fast (during daylight hours) and bettering themselves in principles of faith. So if you planned an



outward bounds residential trip it could impact on those members who observe Ramadan as they may not have the energy for some activities if they have not eaten

8

Sexual Orientation

Sexual orientation is a reference to a sexual orientation towards people of the same sex (in other words, the person is gay or lesbian); people of the opposite sex (in other words, the person is heterosexual); or people of either sex (in other words, the person is bisexual).

Members may choose to keep their sexuality to themselves; alternatively others may be confident to be open about this. Members should be supported by the club community regarding their relationships with others regardless of the nature of these relationships.

9

Age

Age discrimination will probably affect everyone at some point in their life. It includes people of the same age and people of a particular range of ages. E.g. 'over 50s' or '21yr olds'

The joining age of YFC is 10-26, by keeping to this age range this is not discrimination, this is a constitutional age range and also has insurance impacts for those outside of this range. Some counties may have an associate membership for older members that wish to remain part of the organisation and offer support to clubs/access social events



WHAT THIS MEANS FOR YFC

The Equality Act 2010 applies to YFC.

As a voluntary organisation, we must operate within all the equalities legislation as we would any other legislation. There are no opt-outs which means it is important that we understand what the law says about equality and discrimination.

The Act protects service users or existing and potential members, club officers, volunteers, associates and guests from discrimination on the basis of the protected characteristics.

Based on this, YFC officers, leaders, members and volunteers will not therefore:

Harass or victimise service users, members, potential members, associate members or guests.

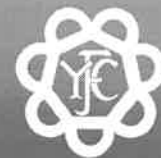
Discriminate against anyone associated with a person with protected characteristics. E.g. discriminating against a member because his brother is disabled or gay etc.

Indirectly discriminate by applying a policy or procedure that puts or could put member with a protected characteristic at a disadvantage.

Wrongly assume someone has a protected characteristic. For example if a club officer thinks a guest looks too young to be drinking alcohol and tells them to leave, then this would be discrimination. It is important to ensure you have the facts before taking action in a situation.

Treat anyone badly because they have complained about discrimination or helped someone else complain or done anything to uphold their own or someone else's equality law rights.

Refuse membership to a person. This does not include those that have been subject to disciplinary or safeguarding investigations and have had their membership revoked.



WHAT NEXT FOR YOUR CLUBS?

You are looking for new members. How can you make sure your club is accessible and inviting to all potential members of the local community?

Advertising YFC widely within the local community

Having a webpage and links from the County Federation and NFYFC.

Using social media platforms for communication about YFC and their events

Reflecting the diversity of members in our publicity and promotional materials. providing information in clear, concise language, whether in spoken or written form.

Ensuring that all parents are made aware of our equality and diversity policy.

Working closely with the parent/carer and other agencies when necessary for the development of an individual member.

Ensuring the Equality and Diversity Policy runs in conjunction with other NFYFC policies such as Safeguarding, Standards of Behaviour, Anti-bullying Policy, Health and Safety Policy and Employment Policy.

What can your club do to ensure that members/potential members with additional needs or a disability can join in YFC?

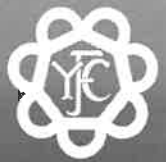
Consider the club's meeting venues to ensure that they are accessible to disabled young people including the entrance, signage, communication, and toilets.

Consider the needs of potential disabled members with a range of impairments, such as people who have a visual impairment, a hearing impairment, a mobility impairment or a learning disability.

Consider the needs of members with additional behavioural needs such as ADHD or Asperger Syndrome.

Work with local or national organisations, agencies including social care or educational establishments, parents and family in seeking help and assistance to ensure that all reasonable adjustments have been made in enabling a disabled young people to join and participate.

Review the way we do things and if we find they create barriers for disabled members then we will consider how we make changes.



When communicating with members and members of the public through different media (such as newsletters, websites, information leaflets) how can you ensure you are not directly or indirectly discriminating.

Ensure that all information and advertising is not discriminatory for example when deciding on wording and images for club shirts or designing posters for events.

Consider members needs when providing written information and whether any alternative measures need to be taken, for example producing the information in large print or in electronic form such as a membership form

Ensure that the content on our website is not discriminatory and that reasonable adjustments have been made to make sure that the website is accessible to disabled people.

As an organisation we need to consider the affects of how we run and manage our clubs to ensure that they are not directly or indirectly discriminating against members or potential members, guests or associates.

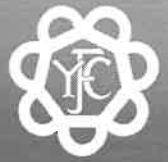
Above we have covered several practical ways that YFC can ensure that the club functions within the Equality Act and many of which you are probably already doing. To help us do more we must consider and review everything we do.

Consider

- To ensure you are complying with the Equalities Act firstly consider the potential impact of decision making on those with a protected characteristic e.g. if you are organising a club visit are there any additional aspects to consider such as disabled access.

Review

- It is good practice to review the way to do things e.g. how suitable is your meeting venue, are you still meeting on a night suitable to members/potential members, how do you recruit new members



FURTHER INFORMATION

Contact your county office or NFYFC if you require further support with Equality and Diversity work within your YFC

NFYFC Equality & Diversity Policy and Guidance
<http://nfyfc.org.uk/Staffarea/staff>

UK Government web site
<https://www.gov.uk/government/organisations/department-of-health/about/equality-and-diversity>

ACAS web site
<http://www.acas.org.uk/index.aspx?articleid=3017>