



YOUNG WOMEN'S HUB

Educate. Nurture. Inspire.

Equal opportunities statement

October 2021

Young Women's Hub
Equal opportunities statement
Updated October 2021
To be reviewed October 2022

The Young Women's Hub recognises that certain groups and individuals in society are disadvantaged by the discrimination they experience as a result of their, class, colour, religion or beliefs, race, ethnic or national origin, disability, gender, age, sexual orientation, marital or parental status, gender reassignment status or medical condition.

We also recognise that discrimination can be direct or indirect and can take place at a personal, as well as an institutional level. We strongly believe that such discrimination is wrong. We are committed to equality of opportunity and respect for diversity. Our values are based on equality and inclusion, and we aim to ensure that these values are reflected in our policies and our work.

By equality of opportunity, we mean that no person or group seeking our services, jobs or contracts will be treated less favourably.

By diversity we mean we will:

- Recognise and respect the differences between people
- Provide education and services that match differing needs and preferences
- Facilitate and encourage understanding between people who have different backgrounds and experiences.

Equal Opportunities Vision

We aim to ensure:

- All young women and adults working on and with the project are treated fairly and equally
- All employees and job applicants are treated fairly and equally
- We combat all forms of harassment
- Access to our services is equitable and fair and that information about them is available and accessible to all
- The young women we support and work with reflect the communities that we serve
- Our decision-making bodies e.g., our Trustee Board reflects the communities that we serve
- That in the long term our workforce represents the communities we serve.

Our objectives are to:

- Publicise our commitment to equal opportunities and the elimination of harassment
- Provide training to our staff on our policy and its implementation
- Identify under-represented groups in the areas that we work and engage with community groups that work with them
- Carry out assessments of need for our young women

- Ensure that our services are appropriate for the local schools and communities in which we work
- Ensure that our commitment to equal opportunities is understood by our contractors, consultants, and any other organisation we work with
- Review and develop annually our equality strategies and monitor our progress against them.

We are more than happy to discuss any element of our Equal Opportunities Statement with you. If you have any feedback or questions, please contact us in the following ways:

- Tel: 020 8698 6675.
- Email: info@ywh.org.uk

