

The Reef

Equality and Diversity Policy – Adopted 26th September 2025

1. Purpose

- 1.1 The Reef (Colehill and Wimborne Youth and Community Centre) is committed to encouraging a supportive and inclusive culture among our community by creating a positive place where everyone can benefit from an environment which is safe, enjoyable and respectful.
- 1.2 We recognise our duty under the Equality Act 2010 to ensure that people in the workplace and in wider society are not discriminated against for any of the following protected characteristics:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
- 1.3 This policy reinforces our commitment to providing equality and fairness to all our hirers and volunteers and to avoid any less favourable facilities or treatment based on any of the protected characteristics. We are opposed to all forms of unlawful and unfair discrimination.

2. Definitions

2.1 Discrimination

- When someone is treated less favourably than another person because of a protected characteristic.
- Discrimination against someone because they associate with another person who possesses a protected characteristic.
- Discrimination against someone because others think they possess a protected characteristic.
- When a rule or policy applies to everyone, but disadvantages a particular protected characteristic.

2.2 Harassment

A person harasses another if they engage in unwanted conduct related to a protected characteristic, and the conduct has the purpose or effect of violating that person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment.

2.3 **Victimisation**

Someone is treated badly because they have made / supported a complaint or grievance under the Equality Act 2010.

3. Policy principles

- 3.1 All hirers, volunteers and staff will be treated fairly and with respect.
- 3.2 We will provide help and encouragement to develop our staff to their full potential and utilise their unique talents.
- 3.3 Where we select candidates for volunteer positions it will be on the basis of their aptitude and ability.
- 3.4 We are committed to creating an environment in which individual differences and the contributions of everyone are recognised and valued.
- 3.5 All hirers have an obligation not to discriminate against any individual or group of individuals in any advertising associated with hiring the Reef.
- 3.6 The Reef can be hired by any responsible group, unless it is considered that there is a risk to the wellbeing of the community, neighbours or the Reef itself.
- 3.7 We will not tolerate any form of discrimination, intimidation, bullying, or harassment, and will avoid hiring the facility to those that breach this policy.

Version History

Date	Summary of Changes
31/8/23	New Policy
26/7/24	Policy reviewed, no changes made
26/9/25	Policy reviewed, no changes made

This Policy will be reviewed annually.