

# YMCA HUMBER

---

---

## Equality, Diversity and Inclusion Policy Statement

---

YMCA Humber is committed to equality, diversity and inclusion ('ED&I') in everything we do. We believe creating an organisation where everyone feels valued is not only the right thing to do but also helps drive success and create impact. In recognition of this commitment, we are driven by our core value of equity, breaking down barriers to ensure everyone can thrive.

We are committed to creating environments in which our people and communities are treated fairly and with respect. This includes our staff, volunteers, members and organisations we engage with.

We are committed to a culture that recognises, celebrates and values the differences between individuals. We firmly believe that a diverse and inclusive workforce is integral to both attracting and meeting the needs of the diverse communities we work with. Our ED&I commitments also closely align with our wider charity ambitions, including sustainable development goals, gender equality and reducing inequalities in our local community.

We seek to promote equality of opportunity in recruitment, employment, volunteering, governance and the provision of products and services. We will not tolerate any form of discrimination, harassment or victimisation on any grounds, including those set out in the Equalities Act 2010: age, disability, gender reassignment, pregnancy and maternity, race, including ethnicity and national origin, religion or belief, gender and sexual orientation. We pro-actively tackle discrimination or disadvantage, aiming to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or accessing our products and services.

Through the initiatives outlined in our policy and our ED&I strategic priorities we will ensure that we create equal opportunities for all, build a strong inclusive culture, address bias, and equip all our managers with the skills to be truly inclusive leaders within an inclusive organisation.



Here for young people  
Here for communities  
Here for you