



Doncaster Housing
for Young People

Doncaster Housing for Young People Limited

Equality, Diversity and Inclusion Policy

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Position:	Chief Executive Officer
Approved by:	The Board of Trustees
Date: 22/9/25	18 th August 2025
Signature: <i>M Brennan</i>	
Name: Mark Brennan (Chair)	(on behalf of the Board of Trustees)
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Registered Charity Number 1138554 Company Registration Number 7313040	

Doncaster Housing for Young people Limited (DHYP)

1.0 Policy Summary

- 1.1 This policy sets out DHYP's approach to Equality, Diversity and Inclusion.
- 1.2 We have resolved to place equality and diversity at the heart of everything we do.
- 1.3 **Equality** means ensuring individuals have equal opportunities. By being conscious of, and challenging bias or prejudice, we make sure no-one is treated less favourably because of who they are or what makes them different from other people. This requires a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face.
- 1.4 **Diversity** means having differences within an organisation or setting. Diversity recognises we are all different in many ways. People with differing identities, backgrounds and experiences should all have equitable access to resources and decision-making.
- 1.5 **Inclusion** means being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate.¹

2.0 Policy Statement

- 2.1 Doncaster Housing for Young People is committed to promoting equality, diversity and inclusion as both an employer and a provider of services. Trustees, staff and volunteers will champion equality, diversity and inclusion in all aspects of the organisation's work, promoting an inclusive culture that addresses disadvantage and embraces inclusion.

3.0 Policy Objectives

- 3.1 We recognise that clients, staff, volunteers and trustees - along with the many stakeholders we work with - are crucial to DHYP being able to achieve its Mission. We operate in a diverse society and acknowledge our legal and ethical responsibility to make sure all groups have equality of opportunity, and our policy reflects our commitment to ensuring equality, diversity and inclusion irrespective of:
 - Race/Ethnicity/Nationality
 - Disability
 - Age
 - Sex
 - Gender reassignment
 - Sexual orientation
 - Religion or Belief
 - Marriage and Civil partnership
 - Pregnancy and Maternity
- 3.2 DHYP acknowledges that people are discriminated against for reasons other than the protected characteristics covered by the Equality Act 2010 and recognises its moral obligation to challenge discrimination and injustice wherever we come across it.
- 3.3 Our moral commitment to championing equality, diversity and inclusion will apply to any matter that causes a person to be treated with injustice, including (but not limited to):

¹ Acknowledgement: Equality, Diversity and Inclusion definitions based on National Council for Voluntary Organisations guidance; www.ncvo.co.uk

- Responsibility for dependants
- Socio economic group
- Appearance
- Political affiliation
- Unrelated criminal activities
- Membership or non-membership of a Trade Union

- 3.4 A key aim of this policy is to ensure our equality, diversity and inclusion commitments are embedded into our organisational culture and day to day working practices and that DHYP embraces diversity.
- 3.5 The policy will support DHYP to meet its legal and regulatory obligations.
- 3.6 Responsibility for the Policy lies with the Board of Trustees and the Chief Executive. However, every member of staff has a responsibility to make sure they apply this Policy.
- 3.7 This Policy will be supported by an Equality, Diversity and Inclusion Action Plan, The Race and Ethnicity 2024 Report and through other policies and strategies.

4.0 Legal Duty

- 4.1 DHYP is subject to the Equality Act 2010 Public Sector Equality Duty. This requires organisations delivering public services to pay due regard to:
- eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act;
 - advance equality of opportunity between people who share a protected characteristic and people who do not share it;
 - Foster good relations between people who share a protected characteristic and people who do not.

5.0 Policy Details

- 5.1 Trustees, staff and volunteers will champion our commitment to equal opportunities, diversity and inclusion.
- 5.2 Trustees, staff and volunteers will undertake regular equality, diversity and inclusion training.
- 5.3 We will not treat any client less, or more, favourably than anyone else due to a protected characteristic, or other reason, as set out in our policy objectives.
- 5.4 We will advertise trustee, staff and volunteer vacancies widely and ensure no applicant receives less favourable treatment than any other. We will ensure ethnic minority groups in Doncaster receive these advertisements directly and ensure the materials are accessible by whatever adaptations need to be adhered to.
- 5.5 We will monitor client access to services against protected characteristics and provide monitoring reports for the Board of Trustees on a quarterly basis.
- 5.6 We will monitor applications for employment, and other roles in the organisation, and seek to ensure applications are reflective of the communities in which we work.

- 5.7 We will ensure our office premises are accessible and will provide access to an interpreter service where this is required to ensure people have equal access to services.
- 5.8 We will undertake an impact assessment of service and policy reviews prior to changes being made.
- 5.9 We will expect all contractors we appoint to adhere to the principles of our Equality, Diversity and Inclusion Policy.
- 5.10 We will deal with complaints promptly, fairly and without discrimination.
- 5.11 We will take effective action to tackle victimisation and harassment.
- 5.12 We will promptly address any breaches of this policy.

6.0 Key Outcomes

- 6.1 Equality, diversity and inclusion are embedded in the organisation and services are accessed by the diverse communities in which we work.
- 6.2 The organisation’s workforce, including staff, volunteers and trustees, is representative of the communities in which we work.
- 6.3 The organisation complies with equality legislation and addresses discrimination where this exists.

7.0 Version

Version	Date	Description
1.0*	22.02.21	Approved by the Board of Trustees, subject to consultation.
1.1	10.05.21	Approved by the Board of Trustees.
1.2	08.05.24	Approved by the Board of Trustees.
1.3	18.08.25	Approved by the Board of Trustees

*This policy replaces previously separate Equal Opportunities and Diversity Policies
