

The Bosco Centre	
Policy:	Equality and Diversity
Applies to:	College
Reviewed:	October 2021
Next Review:	October 2022

We recognise that our Centre, like the community we serve, is multi-racial, multi-cultural and multi-faith. This needs to be considered in every aspect of the Centre's life. This policy takes into account the requirements of the 2010 Equalities Act.

We also recognise that:

- We live in a male dominated community and that equal opportunities for women, have to be considered and worked at in every aspect of the Centre's life.
- We have a duty to provide positive teaching strategies regarding equal opportunities, and that an awareness of such must be an integral part of the whole centre's structure.
- We have a duty to help all clients of our Centre reach their potential, through encouragement and advice about training and job opportunities.

We believe that parents, carers, children, young people and staff, can work together in providing an environment, where diversity can be valued and shared and in which every individual, male and female, can both contribute and learn.

Staff selection criteria and procedures will be kept under review, to ensure that individuals are selected on the basis of their relevant merits and abilities applicable to the post in question. All employees will be given equal opportunities for promotions and appropriate training.

The members of the Trustee Body will reflect the diversity of the local community and if necessary, positive steps will be taken to encourage participation by any group, who at any one time is under-represented on this Committee.

The Trustee Body and staff, by an ongoing process of discussion, through sharing of information, through taking part in training programmes and other means of education, will continually evaluate our approaches and policies, working towards providing the best learning opportunities for our children, young people and parents / carers.

Our Strategies for Implementation

Protected Characteristic:	We will:	We will do this by:
Gender, sexuality	<ul style="list-style-type: none"> • Counteract the assumption that a person's sex determines what they can do and what they are worth. • Confront and challenge sexism when it occurs in any 	<ul style="list-style-type: none"> • speaking and acting in anti-sexist and non-sexist way • providing facilities and a general atmosphere which values being female as highly as being male

	<p>project</p> <ul style="list-style-type: none"> • Promote positive images of people which are not specific to either sex • Encourage children, young people and adults to value women and men equally 	<ul style="list-style-type: none"> • Ensuring that all visual images show both sexes represented in a number of different roles.
Race	<ul style="list-style-type: none"> • Counteract the assumption that people from black and ethnic minority groups are of less value than of white dominant groups • Confront and challenge racism when it occurs • Contribute to children and young peoples' awareness of the diversity of ethnic groups which live in Britain, and develop positive attitudes to living in such a society • Provide anti-discriminatory care and education which is suited to each child/ young person that complements their home environment and ethnic, racial background and promotes a positive self-image of all children and young people • Collaborate with parents /carers / interested adults to share and promote complementary anti-racist and multicultural practices at home and in the Centre. 	<ul style="list-style-type: none"> • speaking and acting in an anti-racist way • providing materials and atmosphere which values a diversity of cultures, lifestyles and ethnic groups • employing staff from a variety of ethnic groups
Disability, Learning and Special Needs	<ul style="list-style-type: none"> • give extra opportunities for training and development for those who have been unable to access this, due to circumstances in their lives • promote positive action for those with learning needs / physical disabilities. 	<ul style="list-style-type: none"> • offering placements in our Centre for those with disabilities, including learning disabilities • give on-going support in training for those with special needs including educational special needs • give extra one-to-one help for those finding their training difficult due to lack of former education.
Disability	<ul style="list-style-type: none"> • We aim to ensure that the 	<ul style="list-style-type: none"> • Making sure there is

awareness	usage of the Centre is available to all people with disabilities, as workers, users and managers, by, where possible, ensuring disabled access to all parts of the premises.	disabled access to all parts of the premises, or have all resources able to be used by all <ul style="list-style-type: none"> • We will ensure that good information is readily available to the widest cross section of the community it is expecting to serve, by, where possible, translation and distribution of such information to other locally based projects.
Belief, religious practice	We will welcome all faiths and spiritualities in employment and client use, valuing: <ul style="list-style-type: none"> • the diversity of each group or individual and • what they have to offer 	Offering space for prayer and meditation celebrating different cultural and religious festivals as appropriate
Age	we will welcome all ages in our Centre and in our employment practices, will be careful to have a representation of the local area in our employees taking into account different ages and abilities	

This policy will be reviewed and monitored annually by means of:

- an analysis of data of the trainees and staff, in regards to their age, sex, ethnicity religion / belief, sexual orientation, gender reassignment, disability, pregnancy/ maternity
- a trainee / staff audit
- the data should reflect their community and profession.
- If this is not so, then measures will be taken to target those who are under represented.

Bosco is committed to the ideal of helping young people, ages (16-25yrs), already disengaged from education and training, regardless of sex, culture, race, religion, sexual orientation or disability.

Strategies for implementing our Equal Opportunities and Diversity policy

We will provide a programme of pre-vocational and vocational training to meet students' individual needs and thus ensure opportunities for further training, education or employment.

Since it is a positive action programme on behalf of young people who have been disengaged from mainstream educational and employment training opportunities, criteria for selection and recruitment of such young people will be as follows:

- disrupted schooling for motivational, behavioural or health reasons
- involvement with the youth judicial system
- brought up in the Care System
- street homelessness
- teenage parents
- lack of knowledge or interest in furthering their potential.

Recruitment and selection of these young people will be Borough wide targeting local Youth and Community Centres, Tenants Associations, Doctors Surgeries, Inner London Probation Service and the Careers Service. Also outreach work will be used in the local communities and meeting places of such young people.

Trainees will be treated with dignity and respect that one would expect from people working within the Salesian ethos, particularly dedicated to the progress of disadvantaged youth.

Staff will be recruited according to the quality and relevance of their skills, their ability to relate informally, yet educationally and professionally with vulnerable young people, and their experience of using their skills for the progression of young people in an informal situation. This will be regardless of age, sex, race, disability, religion or belief, sexual orientation, gender re-assignment, pregnancy or maternity

Staff, as well as trainees, will be given every possible opportunity to advance their skills and develop themselves in the interests of the young people whom they are there to educate.