

Revealing, Recognising, Rewarding Positive Role Models

YOPEY – the Young People of the Year charity

Woodfarm Cottage, Bury Road, Stradishall, Newmarket CB8 8YN
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websites yopey.org & yopeybefriender.org
email hello@yopey.org

Name Surname
YOPEY job title or volunteer role
Address
Address
Town Postcode

21 September 2026



To NAME SURNAME – your copy of:

The YOPEY Equality and Diversity Policy

YOPEY, which is also known as Young People of the Year,…

ACCEPTS that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.
.
WELCOMES the statutory requirements laid down in

the Equal Pay Act 1970;
the Rehabilitation of Offenders Act 1974;
the NHS Community Care Act 1990;
the Asylum & Immigration Act 1996;
the Human Rights Act Nov 1998;
the Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003;
the Equality Act 2010.

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

IS COMMITTED to taking positive steps to ensure that

all people are treated with dignity and respect, valuing the diversity of all.
equality of opportunity and diversity is promoted.
services are accessible, appropriate and delivered fairly to all;
the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population;
traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

YOPEY registered with the Charity Commission of England and Wales as charity number 1145573
Registered with the Registrar of Companies for England and Wales as company number 7751145
Registered address: Woodfarm Cottage, Bury Road, Stradishall, Newmarket CB8 8YN



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Equality and Diversity Policy Procedures

This policy's procedures applies to all trustees, staff, volunteers, users and the general public

Commitment

Equality and diversity are central to the work of YOPEY.

YOPEY will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, pregnancy, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage
For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. YOPEY's goal is to work towards a just society free from discrimination, harassment and prejudice. YOPEY aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

YOPEY aims to:

Provide services that are accessible according to need
Promote equality of opportunity and diversity in volunteering, employment and development
Create effective partnerships with all parts of our community.

Objectives

YOPEY's objective is to realise its standards by:

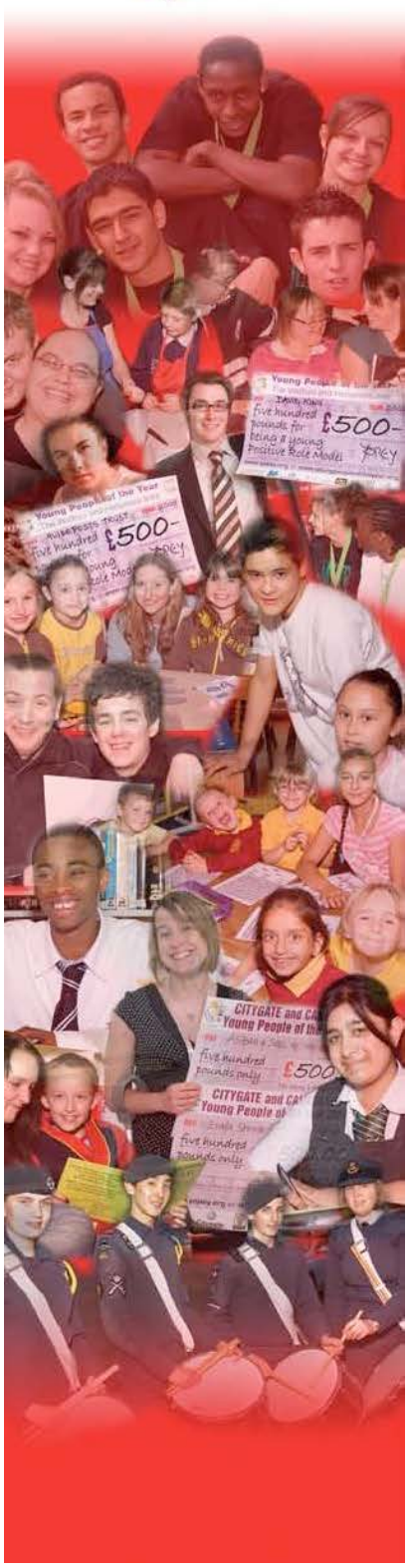
Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
Working together with the community to provide accessible and relevant service provision that responds to service users' needs.
Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust.
Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery.
Recognising and valuing the differences and individual contribution that all people make to YOPEY.
Challenging discrimination.
Providing fair resource allocation.
Being accountable.

Why have this policy?

YOPEY recognises, respects and values diversity in its trustees. employees, volunteers and service users.

It has this policy because it is a people-led organisation that must always en it meets the needs of the community through fair and appropriate employme and development of the people who work and volunteer 'YOPEY'.





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Procedures

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in YOPEY contests or using its services and sets out the way they can expect to be treated in turn by YOPEY.
The overall responsibility for ensuring adherence to and implementation of this policy lies with the Founder and Board of Trustees.

Method of implementation

YOPEY intends to implement this policy by:

Ensuring that it is a condition of paid employment in YOPEY.

Ensuring that staff, trustee and volunteers are made aware, understand, agree with, and are willing to implement, this policy. Copies of this policy will be available to all those people.

Actively encouraging staff, trustees and volunteers to participate in anti-discriminatory training, and making time available for such training.

Monitoring the services, publicity and events provided by YOPEY to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Concerns about breaches of Equality and Diversity

Will be investigated by Tony Gearing MBE, Founder and Trustee of YOPEY.

Deputy report

If Mr Gearing is unavailable or you do not wish to report to him, please contact:

Joanne Galazka
YOPEY Trustee
joannegalazka@yahoo.com
07594 344173

Policy review

This policy will be reviewed every three years or when relevant law changes.