**1. Statement of Policy and Purpose**

Young Minders: The BAME Home Education Hub (hereafter referred to as "the Charity") is dedicated to promoting equality, diversity, and inclusion for all staff and the wider community. Our mission is to create an environment where every individual, regardless of background, feels valued, respected, and included.

**2. Commitment to Equal Opportunities**

The Charity is committed to making all employment decisions based on merit and organisational needs, without discrimination based on race, colour, nationality, ethnic or national origins, sex, gender reassignment, sexual orientation, marital or civil partner status, pregnancy or maternity, disability, religion or belief, age, or any other protected characteristic under the laws of England, Wales, and Scotland.

**3. Implementation of Policy**

1. **Recruitment and Selection:** All recruitment processes will be fair, transparent, and based on objective criteria. We will actively promote vacancies to diverse audiences and avoid practices that may exclude fair competition.
2. **Training and Career Development:** All staff will have access to training and career development opportunities, regardless of background or protected characteristics. Training programs will include elements of diversity, inclusion, and unconscious bias awareness.
3. **Working Environment:** The Charity is committed to fostering a supportive and inclusive working environment, free from discrimination, harassment, or victimization. Any incidents of discrimination or harassment will be dealt with promptly and effectively.
4. **Conditions of Service:** Terms of employment, including pay, conditions, and benefits, will be regularly reviewed to ensure fairness and equity. Access to benefits and facilities will be provided equally to all staff.
5. **Discipline and Termination:** Disciplinary procedures will be applied consistently and without discrimination. Termination of employment will be conducted in accordance with fair and lawful procedures, ensuring no discriminatory practices.

**4. Responsibilities**

1. **Board of Directors:** The Board holds overall responsibility for ensuring compliance with this policy and equal opportunities legislation. They will oversee the implementation of diversity and anti-discrimination measures within the Charity.
2. **Management and Supervisory Staff:** Managers and supervisors are responsible for leading by example, promoting equal opportunities, and ensuring compliance with this policy among their teams. They will receive appropriate training in diversity, inclusion, and unconscious bias.
3. **All Staff:** Every member of staff has a personal responsibility to uphold the principles of equality, diversity, and inclusion in their conduct and interactions. This includes treating colleagues, clients, and visitors with dignity and respect, and reporting any instances of discrimination or harassment.

**5. Reporting and Compliance**

1. Any incidents or concerns regarding discrimination, harassment, or inequality should be reported to Maxwell Awudzah immediately. All reports will be taken seriously, investigated thoroughly, and handled confidentially.
2. The Charity will regularly review and update this policy to ensure compliance with legal requirements and best practices. Feedback from staff and stakeholders will be sought to inform policy improvements.

**6. Review of Policy**

The Board of Directors will conduct regular reviews of this policy to ensure its effectiveness and relevance. Staff are encouraged to provide feedback and suggestions for improvement.