



Equal Opportunities Policy

Introduction

The Boys' Brigade is a Christian youth organisation committed to providing a safe environment in which children and young people can develop socially and emotionally towards mature adulthood.

The Boys' Brigade carries out its work with young people primarily through local Companies which are led by volunteers appointed by the sponsoring Church or other body.

Young people

Within this framework, The Boys' Brigade is committed to equality of opportunity for all young people and we are guided by the principles of the Equalities Act 2010.

Accordingly:

- a. The Boys' Brigade is open to young people in all parts of society.
- b. No young person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:
 - class
 - disability
 - ethnic origin, nationality (or statelessness) or race
 - gender
 - gender identity
 - marital or sexual status
 - political or religious belief
 - sexual orientation

All members of the Brigade should seek to promote that equality, especially in promoting access to the movement for young people in all parts of society. The BB will also use its youth work programme and work with children to promote attitudes that enable young people to recognise and challenge injustice in their communities and the wider world.

Note: With reference to gender, membership of The Boys' Brigade as a young person is open to girls and young women of the appropriate ages where the local Company has been designated as a Boys' Brigade Company that has a Girls' Association or a Boys' Brigade Company that has an Amicus Group, subject to the rules set out in Brigade Regulations Section Three (13.2, 13.3, 13.4, 13.5) and Sections Nine and Sections Ten.

Registered leaders and other volunteers

To carry out its work, the Brigade relies on effective and appropriate leaders, and other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment and to be in sympathy with the Object of the Brigade.

All voluntary leaders working in a Company are appointed by the sponsoring Church or other body in accordance with its own doctrines and lawful practice, subject to registration of those leaders with the Brigade.

All volunteers working in non-Company roles are appointed by the relevant Area Group (as defined in Brigade Regulations) or by the Brigade itself, subject to registration of those leaders with the Brigade.

The overriding considerations in making all appointments in the Brigade shall be the safety and security of young people, and their continued development in accordance with the Object of the Brigade.

Accordingly, all those whom the Brigade accepts as volunteers must be fit and proper persons to undertake the duties of the particular position to which they have been appointed (including meeting the requirements of the sponsoring Church or other body) and, where appropriate, the responsibilities of membership.

In making an appointment to a particular leadership or support position it may be appropriate to consider the gender and/or ethnicity of the potential appointee, in particular to ensure appropriate composition of leadership or supporting teams.

The physical and mental ability of a particular potential appointee to fulfil a particular role will always be a relevant factor to consider.

Within these constraints, and those imposed by the need to ensure:

- the safety and security of young people
- the continued development of young people
- equal opportunities for all

No person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- age
- class
- disability
- ethnic origin, nationality (or statelessness) or race
- gender or gender identity subject to relevant exemptions
- marital or sexual status
- political or religious belief
- sexual orientation

Employed Staff

The Boys' Brigade is an equal opportunities employer and values the contribution of all employees.

The Boys' Brigade requires that members of its senior management team should be in sympathy with the Object of the Brigade.

It is The Boys' Brigade's intention not to discriminate on the grounds of age, class, disability, family status, gender, nationality, race, religion, sexual orientation or any other irrelevant factor. Every step will be taken to ensure that each individual is treated equally and fairly and that decisions on recruitment and selection, career and personal development are based solely on job- or task-related objectives.

The Boys' Brigade will:

- Actively encourage a positive working environment free from harassment, bullying and any form of discrimination.
- Ensure that everyone receives fair and just treatment at work regardless of their age, colour, disability, ethnic or national origin, marital status, religion, sex or sexual orientation.
- Employ and recruit people who reflect the diverse communities within which we work.
- Ensure all employees are made aware of our policies and practices to encourage positive behaviour.
- Listen and act upon people's views to improve the working environment.

A Registered Charity in England & Wales (305969) and Scotland (SC038016).

The Boys' Brigade is a Company limited by guarantee, registered in England & Wales number 145122.

Registered Address: Felden Lodge, Hemel Hempstead, Herts, HP3 0BL.

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