



club gan ainm!

# No Name! Club

## Equality & Inclusion Policy

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<b>Approved by:</b>	<b>Carole Goulding (Chairperson of No Name! Club).</b>			
<b>Person Responsible for Implementation:</b>	<b>Policy Committee Chairperson</b>			
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# Equality & Inclusion Policy

## Mission Statement

*'No Name! Clubs respect the dignity, value and uniqueness of **all young people** by supporting, advocating and helping to safeguard their right to enjoy life, feel respected and to mature without a reliance on alcohol and other drugs'.*

No Name! Club promotes the values of diversity, equality and inclusion throughout our organisation and in the work we do with young people. We provide the opportunity for young people to thrive through the promotion of positive identities and abilities, the celebration of diversity and difference and the provision of an inclusive, participative culture and environment.

## Implementation

- Everyone involved in No Name! Club is responsible for the implementation of Equality and Inclusion. This includes the Board of Directors, staff, volunteers and all young people.
- This policy has been written by the policy committee in consultation with external experts and has named Shane Doyle (Director) as the designated person with expertise internally within No Name! Club.
- The organisation expects all staff, volunteers and young people to abide by the policy and help create the equality of opportunity environment that the policy seeks to establish.
- This policy will be communicated to all staff, volunteers and young people.
- Appropriate training will be provided for staff, volunteers and young people on equality, diversity and inclusion when appropriate.

## Equality

The Equality Act (2004), signed into law on the 19th July 2004, amends the Employment Equality Act 1998 and the Equal Status Act 2000. This Act was developed for the purpose of making further and better provision in relation to equality of treatment in the workplace and elsewhere.

Equality is enshrined in law as a core principle by which the State operates and by which members of minority groups can access protection from discrimination and harassment. The National Youth Work Development Plan (NYWDP) (DES, 2003) highlights the need for a broad and encompassing understanding of equality and specifically states that *'These proposals for NYWDP are based on a commitment to a vision of youth work which values diversity, aims to eradicate injustice and inequality, and strives for openness and inclusiveness in all its dealings with young people and adults'*.

(Department of Education and Science, 15, 2003).

Equality refers to the importance of recognising, respecting, and accepting the diversity of individuals and group needs, and of ensuring equality in terms of access, participation and benefits for all young people and adults. It is therefore not about treating people ‘the same’. Equality of participation is particularly relevant when working with young people. Equality means that **everybody** is of equal value and deserves equal respect, dignity and opportunity. We will ensure that everybody has:

1. Equal access to No Name! Club.
2. Inclusion in decision making and in shaping the direction of the club.

## **Inclusion**

*“Inclusion and participation are essential to human dignity and to the enjoyment and exercise of human rights. Within the field of education formal or non-formal this is reflected in the development of strategies that seek to bring about a genuine equalisation of opportunity.”*

The Salamanca World Statement (UNESCO 1994:11) – signed by 92 governments (Special Educational Needs, Inclusion and Diversity by N Frederickson and T Cline 2002, p. 64).

Inclusion is about the quality of young people’s experience; how they are supported to learn, achieve and participate fully in No Name! Club. Inclusion moves away from labelling young people, towards creating an appropriate learning environment for all children (‘Access All Areas’, NYCI 2009).

Inclusion is identifying, understanding and removing barriers that exist, in order to ensure meaningful participation and belonging. Inclusive youth work is responsive to the needs of all young people. It involves:

1. Openness and dialogue.
2. A willingness to change.
3. A commitment to equality.

## **Interculturalism**

Interculturalism has given significant impetus to the realisation of the human rights of young people in Ireland. Interculturalism is essentially about interaction between majority and minority cultures to foster understanding and respect. It is about ensuring that cultural diversity is acknowledged and catered for.

*‘Developing a more inclusive and intercultural society is about inclusion by design, not as an add-on or afterthought. It is essentially about creating the conditions for interaction, equality of opportunity, understanding and respect.’*

(Report and Recommendations for an Intercultural Strategy for Youth Work, 2008)

## **Equity**

Equity, similar to inclusion, ensures that young people have equality, are treated equally, and have equality of outcome. It is about making sure young people are not directly or indirectly excluded and that positive steps are taken to include those who might otherwise feel excluded.

The No Name! Club respects a person's right to choose and we will accompany all young people, adults, volunteers and staff on their journey irrespective of where they are on the gender spectrum. No Name! Club is happy to provide contact information for support services to deal with any issue on request.

## **Diversity**

Diversity refers to the diverse nature of Irish society. Diversity is about all the ways in which people differ, and how they live their lives as individuals within groups, and as part of a wider social group: for example, a person can be classified, or classify themselves, by their social class, gender, disability/ability, as a returned Irish emigrant, family status, as an inter-country adoptee, or from a different family structure, including foster care. They can be seen – or see themselves – as part of a minority group, a minority ethnic group or part of the majority/dominant group.

Diversity encourages respect for and expression of the range of identities represented by the young people in our organisation and by all those who work with them.

## **Mainstreaming**

No Name! Club will ensure that all policies and processes are inclusive of the needs of all groups of young people regardless of identity, background or living circumstances.

## **Aims & Objectives regarding Equality & Inclusion**

No Name! Club is dedicated to the principles of equality and inclusion. It is committed to equal opportunity and equal treatment of all its members. This is achieved by promoting an environment free from discrimination on any of the nine grounds identified in legislation, notably: -

Gender, Civil / Marital Status, Disability, Race, Membership of the Traveller Community, Family Status, Sexual Orientation, Political or Religious Belief, Age.

Neither will we discriminate on grounds of: Socio-economic status or Address.

It is everybody's responsibility within No Name! Club to ensure adherence and implementation of this policy. It is not enough for members of No Name! Club to simply ensure equality, it is expected that all members will actively ensure inclusivity in all club recruitment and activities. Departure from this equality and inclusion policy will be seen as a breach of the club code of conduct.

This policy will apply to, and will be implemented in relation to all activities of No Name! Club and of its affiliates.

- No Name! Club will implement & maintain practices and policies free from barriers where it is at all possible, both systematic and deliberate, that directly or indirectly discriminates against people. No Name! Club is committed to ensuring that it fulfills its legal obligations under the existing equality and human right legislation (Equal Status Act 2000 and Equality Act 2004). Equality Laws in Ireland aim to prevent discrimination against individuals or groups, and to promote equality for those individuals or groups. Equality does not always mean treating everyone the same. Different supports may be needed by different individuals and groups to achieve equality of outcome.
- No Name! Club commits to make available material (where possible) through various mediums to interested parties.
- No Name! Club commits (where possible) to facilitate all young people irrespective of learning disabilities and physical challenges.
- All advertising for No Name! Club positions will refer to No Name! Club as being an “equal opportunities employer”.
- It is No Name! Club policy that those involved in conducting interviews for staff positions within the organisation will be aware of the necessity to question interviewees in a non-discriminatory manner, and be aware of the nine grounds of discrimination as detailed in the Equal Status Act 2000 and Equality Act 1998.
- It is No Name! Club policy to encourage promotion and progression of staff within the organisation regardless of their gender, marital status, family status, religious belief, race, age, sexual orientation, disability or being a member of the travelling community.
- The Executive Programme Manager and the Board of Directors for No Name! Club should at all times encourage open discussion with employees, volunteer leaders and young people to identify and resolve any perceived problems under the auspices of Equality or Equal Opportunities.
- All employees, volunteers and young people must in turn accept personal responsibility to comply with this policy, which includes maintaining acceptable standards of behaviour at all times towards colleagues, peers and towards those who they are involved with, within clubs.
- If at any time an employee/volunteer has an issue or concern surrounding the area of equality/equal opportunities within the organisation, they are encouraged to bring these issues to the Club Chairperson (if you are a volunteer, a Host or a Hostess) or to the Executive Programme Manager (if you are an employee or Club Chairperson). Please reference complaints procedure in Volunteer Handbook.

## References

Policy context: This policy is informed by Irish legislation and National and European policy. These include:

- Better Outcomes, Brighter Futures (2014–2020)
- Child Care Act, 1991
- Children Act, 2001
- Children First Act 2015
- Civil Registration Act 2004
- Disability Act 2005
- Education for Persons with Special Educational Needs (EPSEN) Act 2004
- Employment Equality Acts 1998, 2004 and 2011
- Equal Status Acts 2000–2012
- European Commission
- Gender Recognition Act 2015
- International Convention on the Elimination of All Forms of Racial Discrimination (1965)
- Ombudsman for Children Act, 2002
- The Irish Constitution (1937) (Bunreacht na hÉireann)
- The Official Languages Act 2003
- The United Nations Convention on the Rights of the Child (1989)
- United Nations Declaration on the Elimination of All Forms of Racial Discrimination (1963)



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