

Two small triangles, one green and one pink, are positioned above the title.

# Diversity & Inclusion Policy

At The Youth Group we take pride in being open and welcoming to everyone. We are leading the way in improving the odds for young people to reach their full potential in work.

To do that, we focus on everyone's individual assets, talents and passions and try to find opportunities that will help them grow. Inclusion is key for us as we want everyone to feel free and safe to express themselves the way they like. We believe that by embracing our differences we become the best versions of ourselves and create a unique and well operating environment.

We help young people from all backgrounds with a special focus on young people from social mobility and black, asian and minority ethnic groups. Every program we make sure we are honing burgeoning skills with diversity, inclusion, social mobility, and mental health of the young person at the foundation of each activity. Our goal is to create an environment where everyone feels respected, valued and included and can grow and learn equally.

To achieve that we created following ways of working:

## **RESPECT FOR EVERYONE**

We respect anyone regardless of age, disability, neurodiversity, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation.

## **NO BULLIES ALLOWED**

There's no tolerance for bullying and harassment within The Youth Group. We do not accept such behaviours and are open about it. Kindness and respect are our most fundamental values. We make sure everyone protects this rule and we regularly check in with each other to make sure nobody experiences any bad treatment and we all feel included.

## **SPEAK UP CULTURE**

We are big on honesty and transparency. When something isn't right, tell someone. We make sure everyone feels comfortable with giving their feedback and constructive criticism. We also make sure everyone cares about each other and if they face a situation that doesn't seem right they are not afraid to report it.



# Diversity and Inclusion Policy (continued)

## **ENGAGING UNDER-REPRESENTED GROUPS**

We understand that everyone's journey is different. We are trying to reach out to different groups of people, so we can help them and give representation to all, mirroring the world we live in. We try to engage youth from under-represented groups and help them overcome barriers that they might meet in a workplace.

## **STAGE NOT AGE**

This is a foundation of The Youth Group. We focus on what stage you are and help you grow from there. No one is discriminated against because of their lack of experience, everyone has the same right to say what they think and their opinions are listened to. We make sure we make time and

space to share our thoughts and check in with ourselves and each other.

## **LOOKING BEYOND CV**

What we focus on when onboarding new employees or helping young people get into work is who they are. We look at people's way of thinking and their goals. We appreciate their experiences, skills and knowledge and let everyone flourish.

## **INCLUSIVE GROWTH**

We believe in a community that grows together. We want everyone to have an even access to challenges and successes so they can grow as an individual and as a team. To achieve that, we help everyone design their own pathway and lead them to what, for them, is a success.

