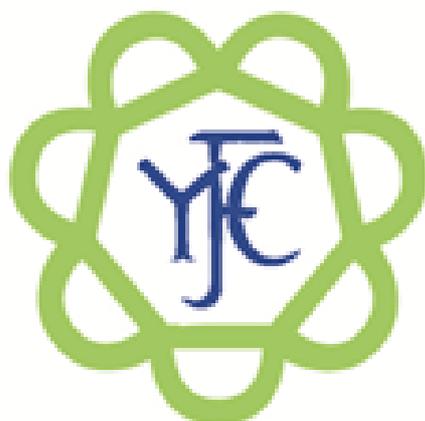


# **Yorkshire Federation of Young Farmers' Club**

## **Equality & Diversity Policy and Guidelines**



Approved by Executive Committee  
January 2021

Regional Agricultural Centre, Great Yorkshire Showground, Railway Road,  
Harrogate, HG2 8NZ Tel: 01423 546170, Email: [office@yfyfc.org.uk](mailto:office@yfyfc.org.uk)

## **EQUALITY AND DIVERSITY POLICY**

### **Our commitment and responsibilities**

Yorkshire Federation of Young Farmers' Clubs welcomes and celebrates diversity and the strengths this brings to our membership and the wider farming community. The Federation aims to provide activities, competitions and committee meetings enabling everyone to fulfil their potential. To do this we must give everyone equal access to clubs/districts and opportunities. Treating everyone the same does not necessarily give people equality of opportunity. Sometimes we need to treat different people in a different way to give them equal access.

Yorkshire Federation of Young Farmers' Clubs welcomes all young people aged 10 to 26 years to join YFYFC and is committed to its responsibilities following **The Equality Act 2010** valuing diversity by providing equality of opportunity for all members, potential members, associates, guests, visitors, volunteers and staff team.

### **Types of discrimination ('protected characteristics')**

YFYFC recognises it is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

YFYFC works to remove barriers that disabled young people may face in accessing club activities and understands that clubs are able to make additional considerations to ensure disabled young people can participate.

The Federation is committed to ensuring that it does not discriminate, nor deny the opportunity to any of its members because of geographical location, protected characteristics including disability, race, belief, gender, or sexuality and will attempt at all times to fulfill its obligations under The Equalities Act 2010. The Federation is permitted under the age discrimination exemptions to provide membership services to young people aged 10 to 26 years as an aged based concession/club concession.

The health and safety of all our members is extremely important to us and we recognise within our risk assessments the different needs that members may have.

The Federation will work to ensure that all its membership have a right to be involved in its decision-making and activities at a local, county, regional and national level.

This policy is based on the Equalities Act 2010 that came into effect on 1<sup>st</sup> October 2010.  
The Federation is committed to being an Equal Opportunities Employer.

Approved at the Executive Meeting 28<sup>th</sup> January 2021.

Signed: Georgina Fort

County Chairman

Dated: 28<sup>th</sup> January 2021

**To be revised January 2024**

If you would like to contact someone to discuss any aspect of this policy, please contact:

The Designated Safeguarding Lead  
Yorkshire Federation of Young Farmers' Clubs  
Regional Agricultural Centre  
Great Yorkshire Showground  
Railway Road  
Harrogate  
HG2 8NZ

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