

Equity, Diversity and Inclusion Policy

Contents

- [1 | About YUAF](#)
- [2 | Policy overview](#)
- [3 | Definitions](#)
- [4 | Introduction and Purpose](#)
- [5 | Scope](#)
- [6 | Legal and regulatory framework](#)
- [7 | Related policies](#)
- [8 | Policy objectives](#)
- [9 | Principles of EDI at YUAF](#)
- [10 | Roles and responsibilities](#)
- [11 | Communicating the policy](#)
- [12 | Grievances and complaints](#)
- [13 | Monitoring and review](#)
- [Annex 1: Important contacts](#)
- [Trustees' statement](#)
- [Date of next review](#)
- [Version history](#)

1 | About YUAF

Young Urban Art Foundation (YUAF)'s mission is to empower the lives of young people by strengthening well-being and building opportunities, through creativity and culture, ensuring that they are seen, heard and celebrated.

We have supported over 22,000 young people and are renowned for delivering empowering and creative outreach workshops. We target hard-to-reach areas where young people don't have access to opportunities and are at high risk of child exploitation or becoming victims of crime.

Our mission is to empower young people by strengthening well-being and providing access to opportunities that celebrate creativity, culture, and belonging that support our values:

Real | YUAF listens to what you say and the way you say it: show up as you are. We champion your individuality.

Unity | We move as one; it's a family affair. We got you - We take untapped potential and . transform ideas into unlimited possibilities. Let your mind be free.

Creativity | We take untapped potential and transform ideas into unlimited possibilities. Let your mind be free.

Evolve | We adapt and change to meet the needs of a dynamic world. The journey is never-ending.

2 | Policy overview

Young Urban Arts Foundation (YUAF) is committed to fostering an environment where equity, diversity and inclusion (EDI) are embedded across all aspects of our work. We actively seek to create spaces where every individual - regardless of their background, identity or circumstance - is treated with respect, dignity and fairness.

This policy outlines our legal duties and organisational principles relating to EDI. It applies to all aspects of our operations, from programme delivery and service access to employment and governance. It works in conjunction with our Safeguarding Policy, Anti-Bullying and Harassment Policy, and Code of Conduct to ensure a safe, inclusive and empowering culture for all.

3 | Definitions

Equity, Diversity and Inclusion (EDI) refers to the principles, behaviours, and organisational practices that ensure everyone is treated fairly, has equitable access to opportunities and services, and can

participate fully without discrimination or disadvantage.

- **Equity** means recognising that people do not all start from the same place and actively working to remove barriers, provide support and create fair opportunities so everyone can thrive. It focuses on ensuring people get what they need - not assuming the same approach works for all.
- **Diversity** recognises, values, and respects the full range of differences people bring – including background, identity, culture, experience, and perspective.
- **Inclusion** is the active, intentional practice of creating environments where all people feel respected, heard, and able to contribute meaningfully.

Together, EDI is the charity's commitment to creating a safe, respectful and accessible environment for staff, residents, and partners - one where differences are understood as strengths, and decision-making considers the needs and rights of all.

4 | Introduction and purpose

YUAF is committed to ensuring equity of opportunity for all individuals who work with us, support us, or access our services. This includes our responsibility to ensure that everyone is treated fairly, is safeguarded from harm, and feels respected and included.

This policy ensures that no person engaging with YUAF is discriminated against or unfairly treated due to their identity, background, or circumstance, and it aligns with our Safeguarding and Anti-Bullying and Harassment policies to provide a safe and inclusive environment for all.

Our goal is to uphold a culture in which diversity is celebrated, and where all individuals - particularly young people from underrepresented or marginalised backgrounds - feel seen, heard and empowered.

5 | Scope

This policy applies to:

- All staff (permanent, fixed-term, freelance), trustees, volunteers, mentors and facilitators.
- Young people accessing our services, projects or events (in person and digital).
- Contractors, partners, collaborators, and funders engaging in our programmes.
- Covers all areas of YUAF activity: employment, service delivery, partnerships and communications.
- Applies in and outside of the workplace when representing YUAF (e.g. events, outreach).
- Underpins and aligns with YUAF's Safeguarding and Anti-Bullying and Harassment policies, recognising the intersection between discrimination, harm and exclusion.

6 | Legal and regulatory framework

This policy is underpinned by:

- Equality Act 2010
- Employment Rights Act 1996
- Rehabilitation of Offenders Act
- Equal Pay Act 1970
- Part-Time Workers Regulations 2000
- EU Equal Treatment Framework Directive
- Human Rights Act 1998
- Children Act 1989/2004

7 | Related policies

This policy should be read in conjunction with:

- Safeguarding Policy and Procedure
- Anti-Bullying and Harassment Policy
- Code of Conduct
- Complaints Policy
- Grievance Policy
- Safer Recruitment Policy
- Whistleblowing Policy
- Relevant leave and flexible working policies
- Data protection and confidentiality policies

8 | Policy objectives

YUAF aims to:

- Embed EDI across all planning, delivery and decision-making.
- Identify and remove barriers and eliminate discrimination in all forms.
- Reflect the diversity of the communities we serve in our staff and volunteers.
- Ensure safeguarding is approached with an understanding of how identity and lived experience impact vulnerability.
- Foster inclusive cultures in which everyone, especially young people, feels seen, heard and respected.
- Ensure responses to bullying and harassment are fair, transparent, and trauma-informed.

9 | Principles of EDI at YUAF

- Everyone has the right to be respected for who they are, not just for what they do.
- Diversity drives creativity and improves outcomes.
- Inclusion is everyone's responsibility - staff, trustees, volunteers and young people.
- Discrimination, harassment or bullying will not be tolerated and will be addressed through clear procedures.
- Youth voice is central to our approach - we consult regularly with young people to ensure our programmes reflect their needs.
- We value learning and growth - mistakes are addressed with compassion and a commitment to improvement.
- Our approach to safeguarding is strengthened by our EDI commitment and vice versa.

10 | Roles and responsibilities

Trustees:

- Provide strategic leadership and oversight of YUAF's EDI commitments.
- Champion inclusive governance and compliance with legal obligations.

Chief Executive:

- Ensure all staff and volunteers understand and implement this policy.
- Oversee integration with Safeguarding and HR procedures.
- Champion accountability and progress monitoring.

Managers and Coordinators:

- Lead by example and uphold inclusive practice in daily delivery.
- Collaborate with the Safeguarding and EDI leads to review risks and incidents through an equity lens.
- Escalate concerns where required.

All Staff and Volunteers:

- Take shared responsibility for upholding this policy in their behaviour and decision-making.
- Report any concerns relating to discrimination, harassment or safeguarding.
- Create inclusive, trauma-informed spaces for young people and peers.

EDI Officer:

- Advise on inclusive practices and oversee implementation of this policy.
- Liaise with Safeguarding Lead on shared concerns and trends affecting specific groups.
- Support incident analysis and policy improvement.

11 | Communicating the Policy

This policy will be communicated and reinforced through:

- Staff induction and handbook
- Mandatory training
- Regular team meetings
- Organisational bulletins and email updates
- Website and internal drives
- Youth consultation sessions

12 | Grievances and complaints

YUAF takes all complaints seriously. Any individual experiencing or witnessing discrimination, bullying or harassment is encouraged to report it. All complaints will be:

- Logged and investigated promptly by the EDI Officer
- Escalated to trustees where necessary (e.g. if involving senior leadership)
- Handled in line with our Complaints and Grievance Procedures
- Where relevant, linked to Safeguarding Procedures if a young person or vulnerable adult is affected
- Treated confidentially, in line with data protection and safeguarding legislation.

No individual will suffer detriment for raising a concern in good faith.

13 | Monitoring and review

- The CEO and EDI Officer will monitor recruitment, participation, and service delivery to assess equity and inclusion.
- Qualitative feedback from staff and young people will inform practice and service development.
- All incidents and patterns will be reviewed with an intersectional approach, analysing trends across multiple identity characteristics.
- This policy will be formally reviewed every three years, or sooner if required due to legal, strategic or operational changes.

Annex 1: Important contacts

EDI Officer: Kerry O'Brien; kerry@yuaf.org.uk

Designated Safeguarding Lead (DSL): Shauna O'Briain; shauna@yuaf.org.uk

Trustees' statement

This Policy has been reviewed and approved by the Board of Trustees of the Young Urban Arts Foundation.

Board Member Name: Belinda Stewart

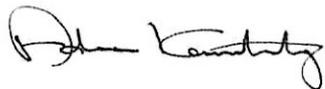
Signature:



Date: 10 February 2026

Board Member Name: Adam Kamenetzky (Trustee and Charity Secretary)

Signature:



Date: 10 February 2026

Date of next review

This policy is to be reviewed annually and updated as necessary and by latest **March 2029**.

Version history

Version	Date	Author	Description
v1.0	Dec 2020	Lydia Newman, Kerry O'Brien	YUAF Equality, Diversity and Inclusion policy (v1.0)
v2.0	25 Jan 2026	Belinda Stewart, Kerry O'Brien	Policy reviewed and updated, renamed to "Equity, Diversity and Inclusion (v2.0)"
v2.1	10 Mar 2026	Belinda Stewart, Kerry O'Brien	Finalised and signed off by two members of YUAF Board of Trustees