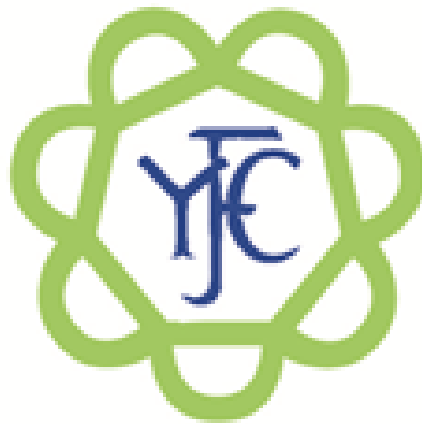


Yorkshire Federation of Young Farmers' Club

Equality & Diversity Policy and Guidelines



Approved by Executive Committee
21st November 2024

Regional Agricultural Centre, Great Yorkshire Showground, Railway Road,
Harrogate, HG2 8NZ Tel: 01423 546170, Email: 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 28 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

Accessibility

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 28 years as an aged based concession/club concession.

Information about YFYFC clubs can be found through local agricultural shows, leaflets, YFYFC website, social media platforms or by contacting County Office.

All new members are required to sign up to digital membership which includes a section on additional needs and all under 18's members will complete a parental consent form. Any member requiring additional support can speak to the Club Chairman or Club Secretary and consult with the YFYFC Designated Safeguarding and Welfare Officer to ensure the club is able to support the member within a club setting.

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

YFYFC will endeavour to book venues for county competitions, events and meetings which have suitable car parking, ramps, lifts, and toilet facilities.

County Sports Competitions

The Competitions Committee will endeavour to book venues which comply with the Equality Act 2010, and access is available to all members, judges, and stewards where possible. In addition, appropriate and practical interventions will be implemented such as accessible toilets and changing rooms for sports competitions. Where a member has a disability or an additional need YFYFC will take the necessary steps to ensure that the member can compete and will not be disadvantaged. For example: Members with dyslexia will be given extra time allowance in public speaking competitions, a designated scribe will be permitted for stockjudging competitions, different coloured paper or overlays will be available during junior reading competitions.

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 1st October 2010. The Federation is committed to being an Equal Opportunities Employer.

Approved at the Executive Meeting 24th October 2024.

Signed: Kirsty Chapple
 County Chairman

Dated: 21st November 2024

To be reviewed October 2028

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

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

Tel: 01423 546170