

EQUAL OPPORTUNITIES BOARD STATEMENT

The Board of Leicester YMCA have drafted this statement in order to clarify their and the association's position in relation to a commitment to Inclusion, Equal Opportunities, and Valuing Diversity.

Whilst the underlying ethos of the YMCA is Christian our clients and staff come with many differing cultural backgrounds and faiths. We try to express our commitment through care, compassion and tolerance in our work rather than evangelism. Leicester YMCA is thus a fully equal opportunities organisation that recognises the diversity of the community in which we live and serve and as such will not support discrimination on the grounds of race, religion, culture, sexuality, ability, age or economic circumstances.

As part of our commitment to recognise the importance of the differing cultures and faiths within the city/county of Leicestershire we support our clients, members and residents should they wish to practice their belief. As part of this commitment all staff are expected to help to facilitate the arrangements necessary for such cultural or religious festivals which may include the provision of food, decorating of the space and sharing of information where this is beneficial to clients in accordance with their beliefs.

Staff, clients or customers are not expected to, or required to worship any other god but their own.

Leicester YMCA also delivers a curriculum that includes a range of martial arts, alternative therapies and relaxation techniques e.g. yoga. These activities although based on eastern religions are an important part of our curriculum and the needs and wants of our communities. All staff will be required to accept this and recognise the contribution these activities can make to the lives of our clients. Leicester YMCA recognises that our society is made up of people from a number of different faiths, each of which is important to them. As a Christian organisation we value the diversity of our community.

November 04