

# Birmingham and Solihull Youth Promise Plus: Equality and Equal Opportunities

## Our Commitment

Birmingham & Solihull Youth Promise Plus (YPP) is committed to promoting equality for everyone and valuing diversity. We have a duty to ensure the services we offer are socially inclusive for the young people we support and staff who work on the project, as part of the Public Sector Equality Duty.

## Key Objectives – the YPP project will:

- Apply Birmingham City Council's Equalities Objectives;
- Address discrimination, harassment and victimisation towards anyone involved in the project, participants or staff, especially relating to a protected characteristic;
- Promote equal access to opportunities (education, training, work experience, employment);
- Set expectations for participants and staff to be inclusive and encourage good relations between people who share a protected characteristic and those who don't;
- Ensure staff have the knowledge and resources to put equality and diversity at the heart of delivery;
- Encourage feedback from young people and put this feedback at the heart of our decision making;
- Create a safe environment to offer services that are fair, accessible, respectful of faith, beliefs and cultural differences, and meet the needs of young people, staff, employers and our local communities

## Protected Characteristics

The Equality Act 2010 protects people from discrimination, harassment and victimisation on the basis of their 'protected characteristics' which are:

- Age
- Sex
- Pregnancy and maternity
- Race
- Gender reassignment
- Marriage and civil partnership
- Disability
- Sexual Orientation
- Religion or belief (or lack of religion or belief)

Find out more: [https://www.birmingham.gov.uk/info/20218/equality\\_and\\_diversity/505/equality\\_legislation](https://www.birmingham.gov.uk/info/20218/equality_and_diversity/505/equality_legislation)

## Birmingham City Council Equality Objectives

- Birmingham City Council has committed to five key equality objectives to help drive equality and inclusion in all areas of the council's work.
- Find out more: [www.birmingham.gov.uk/info/20218/equality\\_and\\_diversity](http://www.birmingham.gov.uk/info/20218/equality_and_diversity)

## What We Are Already Doing:

- Actively engaging with and supporting people from different groups and communities that face discrimination and barriers to accessing education, employment or training;
- Collecting and monitoring data that tells us whether YPP is having an impact on different groups to ensure that we target the support we offer to be relevant to different needs and communities;
- Working with our partners to offer a holistic approach to helping people overcome barriers in accessing training, education and employment opportunities;
- Offering support that is more relevant in the 'post Covid' world, for example, a mixture of both in person and online support.