



Young Climate Warriors

Diversity, Equality and Inclusion Policy

The purpose and scope of this policy statement

Young Climate Warriors recognises, respects and values diversity in its Trustees, employees, volunteers and service users. Young Climate Warriors has this Diversity, Equality and Inclusion Policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair, appropriate and inclusive employment and development of the people who work and volunteer with the charity.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. This policy applies to anyone working on behalf of Young Climate Warriors, including senior managers and the board of trustees, paid staff and volunteers.

The Charity aims to work towards a just society free from discrimination, harassment and prejudice, underlined by all its policies, procedures, day-to-day practices and external relationships.

Legal framework

This policy has been drawn up on the basis of statutory requirements laid down in the Equality Act 2010; and is committed to complying with the Equality Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

Young Climate Warriors further recognises that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

Supporting documents

This policy statement should be read alongside our other organisational policies, procedures, guidance and related documents. These can all be found on our website: <https://www.youngclimatewarriors.org/youngclimatewarriorspolicies>



We accept that:

In some societies, certain groups of individuals are denied equality on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation or other factors irrelevant to the purpose in view.

We believe that:

- all people should be treated with dignity and respect, valuing the diversity of all.
- we have a responsibility to promote equality of opportunity and diversity, and work to eliminate all forms of discrimination on grounds of any of the protected characteristics listed in the Equality Act, or other characteristics irrelevant to the purpose in view.

We are committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted in volunteering, employment and development, recognising and valuing the differences and individual contribution that all people make to Young Climate Warriors.
- services, publicity and events are accessible, appropriate and delivered fairly to all;
- the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of the community it serves;
- active steps are taken to ensure that participation is representative and that traditionally disadvantaged sections of the community are encouraged to participate.
- Trustees, employees and volunteers are actively encouraged to participate in anti-discriminatory training and making time and resources available for such training.

Contact details

Chair of Trustees: katrina@youngclimatewarriors.org

Dated: 30th September 2025

Reviewed: 3rd November 2025

We are committed to reviewing our policy and good practice annually.



This policy is due for review in November 2026.