



## Equality and Diversity Policy

### Principles

Day of the Girl Norwich strives for equality where all can participate and have the opportunity to fulfil their potential

- Day of the Girl Norwich will not tolerate discrimination or harassment
- Day of the Girl Norwich will not tolerate inappropriate behaviour or language
- Day of the Girl Norwich embraces positive action whenever possible
- Day of the Girl Norwich aims to provide an environment in which all persons feel equally valued
- Day of the Girl Norwich aims to reflect the diversity of society
- Day of the Girl Norwich aims to support the social, political, cultural and educational endeavours of girls and young people.
- Day of the Girl Norwich will help to galvanize worldwide enthusiasm for goals to better girl's lives, providing an opportunity for them to show leadership and reach their full potential.

### Actions

Day of the Girl Norwich will:

- Positively target, involve and include individuals from under-represented communities.
- Foster collaborative relationships with young people from across the region.
- Work with partner organisations and young people to raise awareness of the unique challenges faced by females under the age of 18.
- Work to raise awareness of equality and diversity issues with training where appropriate
- Monitor its diversity related performance and use this information to shape future activities
- Ensure that all working practices of volunteers will be subject to this policy
- Review the equality and diversity activities including the policy on a regular basis

**Responsibilities**

The Day of the Girl Norwich committee fully support this policy

Every member of Day of the Girl Norwich is responsible for working towards the aims of this policy

The founders of Day of the Girl Norwich responsible for overseeing the implementation of this policy

This Policy has been approved and adopted by Day of the Girl Norwich on

..... signed Victoria Cann (Founder)

..... signed Sarah Godfrey (Founder)