



EQUALITY & INCLUSION POLICY

IGG'S WRITTEN COMMITMENT TO DELIVER AN EQUAL AND INCLUSIVE SERVICE

Effective from: 2013
Designated person responsible: Chair MEDI
Committee Overall responsibility: IGG's Board
(Executive committee)
Last reviewed in January 2022
Due for review in 2025

1. General principles underpinning the policy

Equality – IGG acknowledges difficulties faced by certain groups in Irish society. We want to ensure equal access. We acknowledge that participation is the lynchpin of integration and that the two are inseparable.

Diversity – will be welcomed, respected, and encouraged by raising all IGG members' awareness of the difficulties faced by certain groups in Irish society. We can help to foster and encourage an environment of openness, interaction, understanding, respect, and inclusiveness.

Inclusion - Inclusion of girls and adults from all walks of life in IGG Units will be promoted and encouraged through support, training, and resources for IGG leaders.

2. Policy statement

The Irish Girl Guides respects and values the diversity of its members and of society. As an organisation we believe in being fair, open, and inclusive, while still being committed to the concept of a girl-only association for the development of girls and women in Ireland. The Irish Girl Guides believes that every member should be encouraged to explore their beliefs and take an active part in the religion or faith of their family or community, where appropriate. Through Guiding girls are helped and encouraged to deepen their spiritual development in accordance with the Promise and the Journey programme and to explore the topics of faith or spirituality with an open mind and with respect for others' beliefs or lack of belief'

The Irish Girl Guides is committed to promoting interculturalism throughout the organisation for youth members, volunteers, members of management committees and staff. IGG believes that valuing and managing diversity is about recognising and appreciating individual needs and differences and treating everyone with dignity and respect.

The Irish Girl Guides undertakes its responsibility to comply with equality legislation. As such it is committed to ensuring that no young person or adult is treated less favourably than another on grounds of gender, marital status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Anyone who lives their life as female is welcome to join and male adults are welcome in a supportive role as Unit Helpers.

The Irish Girl Guides is committed to prevent any form of discrimination, inequality, or denial of equal opportunity, whether direct or indirect against youth members, volunteers, members of management committees and staff. IGG is committed to ensure that it fulfils its legal obligation under existing equality legislation.

The Irish Girl Guides seeks to actively demonstrate its celebration of diversity and its commitment to equality by placing these tenets central to all the policies, processes, procedures, and programme of the organisation. We are proactively engaged in a process of continuous improvement including self-assessing how inclusive we are at all levels, be it national or local, examining visible and invisible barriers to participation, and actively planning to remove them as they become apparent.

3. Rationale for this

The Irish Girl Guides provides an environment where girls and young women from all backgrounds, faiths and abilities are welcome. The Membership, Equality, Diversity, and Inclusion committee (MEDI) has been set up to endeavour that individuals and members of all groups in society can be actively included in Guiding.

4. Responsibilities

The MEDI committee is responsible for ensuring that policies are adhered to, and strategies put into practice by the committee/people responsible, with the overall responsibility being with IGG Board (Executive Committee). The Equality and Inclusion policy must be followed by all IGG members, volunteer leaders, committees, and staff.

5. Policy review

IGG's Equality and Inclusion policy should be reviewed every three years to keep in line with current legislation and good practice.

6. Complaint's procedure

A breach of any aspect of this policy will be treated seriously and should be raised initially with IGG who will follow the guidelines as set out in the Irish Girl Guides Safeguarding and Child Protection booklet. they have the option of contacting the Irish Human Rights and Equality Commission and following the steps recommended by them.

See the IGG Complaints Policy available on the website.