

PLAST Ukrainian Scouting  
Organisation in Great Britain  
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Пласт – Українська Скаутська  
Організація у Великобританії

# **Equality, Diversity and Inclusion Policy**



## DOCUMENT CONTROL SHEET

This policy is monitored by the National Plast Executive (KPS) of Plast Ukrainian Scouting Organisation of Great Britain on a regular basis for compliance and will be reviewed at least annually and distributed to all members via email and during annual online Safety Update meeting

<b>Title</b>	Diversity and Inclusion Policy
<b>Prepared By</b>	KPS Safeguarding Team
<b>Approved and monitored By</b>	KPS
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<b>Contact</b>	Kateryna Arlachova, KPS Safeguarding Lead

## REVISION HISTORY



Date of review	Amendments	Reviewed By	Approved By
25/02/2025	First Version	K. Arlachova	KPS

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### 1. Introduction



PLAST, the Ukrainian Scouting Organisation in Great Britain (further referred as PLAST GB), is committed to creating a welcoming and inclusive environment for all individuals, regardless of their background, abilities, or personal circumstances. Our aim is to provide a positive and safe environment where young people can grow, develop, and contribute to their communities while upholding the values of PLAST.

## 2. Legal Framework

Current equality legislation and associated codes of practice to be taken into account include (but aren't limited to):

- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- Equal Pay Act 1970
- Gender Recognition Act 2004

This legislation protects people against all forms of discrimination based on particular protected characteristics. Protected characteristics are certain attributes that people possess, which the law considers must be safeguarded.

There are nine protected characteristics that it's unlawful to discriminate based on: sex, age, disability, pregnancy and maternity, race, sexual orientation, religion or belief, marital or civil partnership status, and gender reassignment. Our commitment and approach to inclusion goes beyond the legal characteristics listed here. We will take steps to make sure everyone feels included.

## 3. Commitment to Inclusion

We believe that PLAST should be accessible to all young people and volunteers who wish to participate. We are committed to promoting diversity and ensuring that everyone involved in PLAST is treated with dignity and respect, irrespective of age, gender, ethnicity, nationality, language, religion, disability, sexual orientation, or socioeconomic status.

## 4. Respect and Equal Opportunities

At PLAST we will not tolerate discrimination, harassment, or bullying in any form. We strive to ensure that our activities, programs, and leadership opportunities are open to all who wish to engage in them. We encourage and celebrate diverse perspectives, fostering an inclusive culture that enriches our scouting experience.

## 5. Reasonable Adjustments

We recognise that some individuals may require additional support or adaptations to fully participate in our activities. While we are committed to making reasonable adjustments



wherever possible, we acknowledge that our ability to meet every individual request depends on available resources, including our volunteer capacity and training. In cases where we are unable to accommodate a request, we will do our best to suggest alternative ways for individuals to engage with PLAST.

## **6. Volunteer Constraints**

As a volunteer-led organisation, PLAST relies on the dedication and availability of its members. While we are committed to inclusivity, there may be practical limitations due to a lack of volunteers or expertise in certain areas. We welcome and encourage more people to join our volunteer network to help expand our capacity to support diverse needs.

## **7. Continuous Improvement**

At PLAST we are all dedicated to regularly reviewing and improving its diversity and inclusion practices. We encourage feedback from our members, volunteers, and the wider community to ensure that we continue to foster a supportive and welcoming environment for all.

## **8. Responsibilities**

The National Plast Board (KPR) is responsible for promoting equality, diversity, and inclusion and monitoring how this policy is put into effect.

The National Plast Executive (KPS) is responsible for championing this policy on behalf of the KPR and leading their teams, Plast branches and units in a way that is consistent with the policy. They will also work to make sure that all volunteers who report to them understand what is needed to meet the requirements of this policy.

KPS and Plast National Safeguarding Lead are responsible for developing, updating, communicating, and implementing this policy.

All Plast members, parents and visitors of all Plast events are expected to become familiar with this policy and make sure that their behaviour and practice reflect its ethos.

## **9. Actions**

All Plast members, Friends of Plast, Parents and Visitors of all Plast events are responsible for creating a culture where equality, diversity, and inclusion are valued and dignity and respect are promoted across the whole organisation; supported by tangible actions and guidance, training, and awareness raising:

- Take steps to prevent and challenge all forms of discrimination and inappropriate behaviour and language, using appropriate disciplinary channels where appropriate
- Operate an open and fair processes that encourages participation from all areas of our diverse society, taking positive action as appropriate
- Make sure that selection is solely on the basis of aptitude and ability
- Make sure that development opportunities are open to all and apply positive action as appropriate



- Support Plast leaders to recognise and challenge unlawful practice and effectively deal with complaints of bullying and harassment
- Deter discrimination by making it clear that it's unacceptable and that it will be treated as a serious disciplinary offence
- Investigate complaints of discrimination on any grounds in line with Plast disciplinary procedure (perestorohy)
- Regularly review relevant policies and procedures to make sure that they are in line with best practice and legal requirements on equality, diversity, and inclusion

## **10. Monitoring**

Monitoring is an essential process for Plast. It means Scouts in Plast can identify patterns and highlight any areas of concern. Diversity information provided during the application process for monitoring purposes is kept confidential and in line with the Data Protection Act 2018. Plast will consider and take appropriate action to address any concerns identified as a result of the monitoring process.

## **11. Breach of Policy**

All complaints of discrimination will be sensitively investigated. If they are proven, they will result in appropriate action for the perpetrator. Any member found to be in breach of this policy could be subject to disciplinary action and/or their continued engagement with Plast will be questioned.

## **12. Conclusion**

We believe that diversity strengthens our organisation and enhances the scouting experience for everyone. By working together and supporting each other, we can ensure that PLAST remains a place where young people develop essential life skills while feeling valued, respected, and included.