

EQUAL OPPORTUNITIES

Policy Statement



1. Declaration of Intent

The Hill Street Centre (HSC) is committed to taking positive action to fight unlawful discrimination in every aspect of its work.

HSC is an equal opportunities organisation. The aim of its equal opportunities policy is to ensure that no centre user, Trustee, member of staff or volunteer, receives less than equal treatment on the grounds of race, colour, ethnic or national origin, religion, gender, sexual orientation, marital status, pregnancy or maternity, disability, or age nor should they be disadvantaged by requirement. HSC will strive to redress any imbalance that may become evident.

HSC will endeavour to encourage its centre user groups to establish a broad base for consultation to identify priorities and needs as reflected by the black & minority ethnic (BME) and new & emerging communities and in all campaign work to maintain the objectives stated above.

HSC will monitor and review the composition of its trustees with the aim of promoting a broad-based representation.

The board of trustees is responsible for the policy's implementation.

2. The Scope of This Policy

This policy applies to:

All aspects of promotional, educational, and campaigning functions of HSC.

Staff, volunteers, (including trustees) and partner organisations. HSC would expect Centre users to concur with and actively promote these objectives.

3. Implementation

Policies, procedures and practices will be undertaken strictly in accordance with all other relevant legislation not least the Equality Act 2010.

4. Equal Opportunity Policy in Service Delivery

HSC is committed to ensuring equality of access to all its services. The trustees will take action to provide genuine equality of opportunity to counter any past discrimination and to monitor the outcome. They will aim to ensure that no sector of the community shall be denied access or receive a poor service on the grounds of age, race,

gender/gender identity, disability, sexual orientation, marital status, maternity or pregnancy, ethnicity or religious belief.

The trustees will aim to ensure that all its activities will be provided in line with this anti-discrimination policy.

In order to promote equality of access they will encourage their centre users and groups to ensure:

- Services are based on consultation with those who receive the services and positive steps are taken to include excluded groups in decision making;
- Services are flexible and responsive to the changing needs in the community;
- Information on services is widely available and where necessary targeted to ensure maximum awareness of provisions;
- Systems are developed to audit and monitor service delivery and consumer satisfaction;
- An accessible complaints procedure is developed to ensure against discrimination in service allocation and delivery;
- Positive action programmes will be developed to target the needs of usually excluded groups;
- In advertising and publicity HSC will be presented as an organisation committed to promoting equality of access to community services.

5. Review

HSC will monitor and review the effectiveness of this equal opportunities policy on an annual basis.

6. Information

HSC will inform their service users of this policy and make it also available to any member of the general public or community centre user group.

Document History

Revision	Date	Comments	Review Date	Signed
Rev1	February 2012	Policy in force	March 2012	
Rev2	March 2014	Policy in force	March 2014	
Rev3	March 2016	Policy in force	March 2016	
Rev4	March 2018	Policy in force	March 2018	
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