

Equal Opportunities Policy

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1.0 Statement of Intent

1. The Hub staff and volunteers are strongly committed to providing equality of treatment, equality of access and equality of opportunity. The Hub has a commitment to providing accessible services and it identifies that the chance of facing discrimination is high. The Hub actively opposes prejudice and discrimination against its staff, volunteers, service users and visitors because of their;

- age,
- physical ability,
- political beliefs,
- race/ethnicity,
- unrelated criminal convictions,
- civil partnership status,
- caste,
- appearance,
- class,
- marital status,
- religious,
- sexual orientation,
- caste

1.1

The purpose of The Hub is to challenge any behaviour that is deemed as discriminatory and promote attitudes of positive amongst staff, volunteers, service users and visitors.

1.2

By promoting equal opportunities, The Hub aims to ensure that no person is victimized or subjected to sexual, racial or any other form of prejudice as perceived by the victim.

1.3

All staff, volunteers, service users and visitors must be aware of this policy and make sure their behaviour does not directly, or indirectly, promote inequalities amongst members of The Hub

1.4

If any person or organisation feels that The Hub has failed to meet the intentions of this policy they are welcomed to follow our complaints procedure.

2.0

Policy Document

This policy aims to cover the following categories

- Age
- Appearance
- Physical Ability
- Political Beliefs
- Race/ ethnicity
- Unrelated criminal convictions
- Appearance
- Class
- Marital status
- Religion
- Sexual Orientation
- Caste

2.1

Aims and Objectives

The aim of The Hub is to provide a service to a young people free from all forms of discrimination and prejudice at every level of provision throughout the organisation.

Through this, The Hub aims to provide a safe environment in which all members are treated to an equal standard and they can gain the confidence to achieve their full potential on an equal basis.

The Hub acknowledges that barriers and inequalities exist in society and creates disadvantages for many people but aims to tackle these barriers and inequalities by promoting positive attitudes towards equal opportunities The Hub aims to promote anti-oppressive practice to make equal opportunities a reality.

The Hub aims to give all young people the same opportunities to fulfil their potential.

- All young people have access to the resources and facilities
- The centre reflects the community it serves and responds to it's needs
- The centre prepares young people for life in a diverse and multi-ethnic society
- All young people understand the meaning of how prejudice, how discrimination occurs and how to take a stand against these.
- Racist and discriminatory incidents are dealt with effectively
- Inclusion issues are taken seriously and are considered in all aspects of the club.

2.2

Objectives

The Hub seeks to provide both young men and young women with the same level of opportunities in order to supply them with treatment as equals and so they can also gain confidence to achieve their full potential on an equal basis.

2.3

All young people and adults within the The Hub has a right to be treated with respect. This includes a right to;

- Study, learn and work
- physical, emotional and verbal respect, free from violence, bullying and abuse language
- Respect for their gender, race or age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to service access, recruitment and activities

2.4

Dress Code

Parents are asked that young people do not wear anything which has a slogan, writing or illustration that may be offensive in any way to anyone else. Clothing must be appropriate in terms of decency. The Hub reserve the right to ask young people who wear revealing/inadequate clothing to return the next day in appropriate clothing. Persistent breaches of the code could result in a ban from the club. Headgear pertaining to a religious belief may be worn

2.5

Breaches of policy

Breaches of policy will be dealt with the same way that breaches of other The Hub policies are dealt with, as determined by the manager.. If a racist incident takes place, not only will the normal incident form (please refer to the Discipline Policy) be filled in, but the racist incident form as well. Although a copy of the form may be filed in the appropriate persons

file, one will be sent to the referring school too so that all incidents can be clearly and simply monitored.

2.6

Religious Observance

The Hub respects the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

3.0

Policy Ethos

This policy is underpinned by three fundamental approaches adopted by The Hub to achieve equality of opportunity.

3.0.1

Equal Opportunity as Equal Treatment

Equal opportunity achieved when everyone is treated fairly and when no one is treated either less or more favourably than anyone else.

3.0.2

Equal Opportunity as Equal Access

Equal Opportunity is achieved when all potentially discriminatory obstacles are removed so that every section of the membership has equal access.

3.0.3

Equal Opportunity as Equal Share

Equal opportunity is achieved when all the benefits and opportunities are proportionally shared by all sections of the communities it serves either through direct provision, or the network of constituent organisations.

3.1

Employment

The HUB is committed to equal opportunities in employment and strives to employ the best person in each job. All job applicants, employees and volunteers shall receive equal treatment regardless of the categories covered in 1.0.

3.2

Services

The HUB strives to eradicate prejudice and discrimination by promotion equality of opportunity in all areas of its work and structures. It will encourage positive attitudes and behaviour towards groups and individuals regardless of the categories covered in 1.0.

3.3

Definitions

3.3.1

Direct discrimination occurs when a person who is of or is affected by one or more of the categories outlined in 1.0 is treated less favourably than others in similar circumstances.

For example- in the employment selection process, it may be discriminatory to ask a women about her family commitments when similar questions would not be asked of male applications.

3.3.2

Indirect discrimination occurs where an employee, service or enforced structure applies a requirement or condition which is such that the proportion of people highlighted in section 1.0 who can comply is considerably smaller than the proportions of another category when it cannot be justified and it is to be the persons detriment.

3.3.3

Equal Rights – The Achievement and respect of equal rights for all.

3.3.4

Equal access to service, volunteering or job opportunities by having policies and practices which take account of diverse needs.

3.3.5

Positive Action is action which targets underrepresented groups within our service users, workforce or volunteers.

4.0

Policy Implementation

The manager of The Hub has the responsibility to ensure that the club complies with the legislation and that this policy and its related procedures and strategies are implemented in order to do this the policy should be regularly reviewed.

The manager is responsible for implementing the policy, for ensuring that all staff are aware or their responsible by presenting all staff with the updated policy. The manager is responsible for ensuring that appropriate training and support is given through the normal staff development programme and that this issue is highlighted in the company development plan. The manager is responsible for taking the appropriate action in any case of unlawful discrimination.

All staff are expected to deal with the racist incidents that may occur, to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality

and diversity into all aspects of their work. In the case of support staff i.e volunteers and university students the appropriate action will be to report to their line manager/supervisor and to fill in the appropriate form. Silence and non-intervention will be viewed as agreement.

5.0 Legislation

This policy has been made to meet the criteria of relevant legislation. Relevant legislation at time of policy created;

- The Employment Equality (Age Relations 2006)
- The Employment Equality (religion and Belief Regulations 2003)
- The Sex Discrimination Act 1975 (Amended 1999)
- The Race Relations Act 1976 (Amended 2000)
- The Disability Discrimination Act 1995
- The Human Rights Act 1998
- The Employment Equality (Sexual Orientation Regulations 2003)

6.0

Review and Availability

This policy will be fully reviewed and edited if necessary every three years. This full policy is available upon request and a revised version will be on display on the notice board by the reception.

