

EQUAL OPPORTUNITIES POLICY

Version Date 29 January 2021

Introduction

Holmfirth Tech Ltd's objects contain the commitment to equality of opportunity.

"Specifically, the Society shall seek to benefit the residents of the Holme Valley and the neighbourhood, without distinction of age, sex, sexual orientation, race or of political, religious or other opinions by advancing education and providing facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for the residents."

Policy

Holmfirth Tech Ltd believes that, fundamentally, all people are entitled to equality of opportunity and to be treated respectfully regardless of their background or characteristics, particularly age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (protected characteristics).

This policy document outlines how the Directors intend to put this commitment into action.

They will actively promote their belief in equality of opportunity and encourage everyone living and working in and around Holmfirth and the Holme Valley and visitors to the area to make use of the services and facilities available in The Tech and to become involved in its activities regardless of their background or characteristics.

Users

The Directors expects all activity leaders, employers, hirers, contractors, volunteers and users to share its commitment and to ensure that their practices do not discriminate against anyone because of their background or characteristics.

Failure to meet this expectation will result in result in a requirement for the activity leader, employer, hirer or contractor to put implement an improvement plan with training where required. If this does not result in the required improvement then their relationship with The Tech will end.

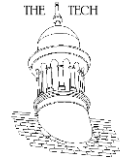
Anyone using The Tech`s facilities or services who treat other people with a lack of respect or who engages in bullying, harassment or abusive behavior, particularly because of a protected characteristic, may be asked to leave the building immediately and may be prohibited from further use.

Anyone reporting such incidents will have their identity kept confidential and the Directors will undertake to protect them from any victimization arising from their report.

Working practices

The Directors will adopt systems that will ensure that working practices enact their commitment, will monitor their effectiveness and review its implementation annually.

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Terms and conditions of employment, hiring agreements and booking arrangements will be monitored and reviewed from time to time in order to ensure that they do not discriminate unlawfully.

In particular the Directors will:

- Ask those with the protected characteristics for their views on the facilities and services provided in The Tech and make best endeavours to meet particular needs within the constraints of the building. Where it is reasonable to do so, action will be taken to allow free access to all parts of the building for anyone wishing to use it. However, it was constructed by Victorians at a time when attitudes, especially relating to access, were very different from now. This means that the building has physical limitations which may make it difficult for Holmfirth Tech Ltd to satisfy everyone`s individual needs.
- Use recruitment and selection processes for Directors, employees and volunteers that open such opportunities to everyone regardless of background or characteristic and will ensure that decision making is transparent and based on the explicit criteria aimed at ensuring the interests of Society and its beneficiaries are best met.
- Request employers and contractors to strive to achieve the same high standards.
- Actively promote The Tech`s facilities and services to people from under-represented groups and encourage them to take part.
- Within resource constraints, the Directors will work towards improving the quality of life of all employees, volunteers, users and hirers of the facilities.