

# TOWNLEY MEMORIAL HALL LTD

## EQUAL OPPORTUNITIES AND DISABILITY POLICY



The Trust is committed to equal opportunities in employment and service delivery. The policies and practices of the Trust aim to promote an environment that is free from all forms of unlawful or unfair discrimination and values the diversity of all people. At the heart of our policy, we seek to treat people fairly and with dignity and respect.

We will take every possible step to ensure that no person working with the Trust, seeking employment with us, or any member of the public using the Trust's premises or services will receive less favorable treatment (direct discrimination) or will be disadvantaged by requirements or conditions that cannot be shown to be justifiable (indirect discrimination) on the grounds of their:

- Age
- Disability
- Gender including gender reassignment.
- Race (including colour, nationality, ethnic or national origin)
- Religion / belief or non-belief
- Sexual orientation
- Marital, civil partnership, pregnancy, maternity/paternity, and family status
- Socio-economic status
- Trade Union membership or non-membership

We recognize that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Affording staff full dignity at work promotes good employee relations and satisfaction and results in a motivated, productive, and creative workforce which leads to service improvements.

Our Equal Opportunities Policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilized fully to create an opportunity for all.

The Trust is committed to having a workforce that is representative of the community it serves at all levels of the organisation. We therefore welcome applications from all backgrounds and all sections of the community.

### **OUR COMMITMENT TO DISADVANTAGED AND DISABLED PEOPLE**

The Trust is committed to equality and opportunity for disadvantaged and disabled people and to ending discrimination.

We want disabled people to be able to realise their full potential and this policy sets out our commitment.

We value and encourage this by working to change the attitudes which prevent disabled people from gaining access to employment and to the services provided by the Trust.

We value and encourage diversity and in aiming to deliver quality services are committed

to promoting equality and eliminating discrimination.

## **IMPLEMENTATION**

The Trustees have the responsibility for the effective implementation of this Policy. We expect all Trustees to create an equal environment, which is its objective. To implement this Policy, we shall:

- Communicate the Policy to Trustees by issuing a copy of this document to all.
- The Trust will endeavor to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of Trustees.
- Ensure that adequate resources are made available to fulfil the objectives of the Policy.

## **COMPLAINTS**

All complaints will be dealt with appropriately by the Trust.

Approved by the Management Committee on 19 July 2023

**Name:** Richard Townley

**Position:** Chair