



Equal Opportunities Policy

1. The Law

This policy is underpinned by the statutory requirements laid down in The Equality Act 2010, as a result of which, people cannot be unlawfully discriminated against on the basis of:

- their sex/gender
- their race/ethnicity
- their religion or belief
- their sexual orientation
- their age or
- gender re-assignment.

nor because they:

- are disabled
- are pregnant
- are married or
- are in a civil partnership.

2. Our Commitment

HOBY UK is committed to promoting equal opportunities and challenging discrimination, for those carrying out its work and for those who its services are intended to benefit.

Accordingly we value:

a. Promoting accessibility

The activities we organise will be easy to access and sensitive to the different needs of people using them.

b. Valuing cultural diversity

We will recognise, respect and promote the fact that people have different needs, beliefs, values and abilities.

c. Promoting participation

We will take a proactive approach to ensure the widest possible involvement in our programmes and in their planning and delivery.

d. Promoting equality of opportunity

We will ensure that everyone will have the same chance to work for our organisation or take part in our programmes.

e. Promoting inclusive communities

Through our work we will strive to help build strong communities, in which people feel they belong, their lives are appreciated and valued and they have similar life opportunities. We will work to help build strong, positive relationships between people of different backgrounds.

f. Reducing disadvantage and exclusion

We will put measures in place to help those most at risk of being disadvantaged or excluded to participate in our work. This will involve considering:

- Location of events
- Physical access to venues
- Costs
- Communication methods
- Food and diet
- How well the diverse make-up of our volunteer team relates to that of the communities we work with..

3. Method of Implementation

- HOBY UK will ensure that Trustees and volunteers are made aware of this policy and are provided with appropriate training about its implications and implementation.
- The principles of this policy will underpin the Code of Conduct, to which all delegates and their parents must agree to abide.
- The principles of this policy will underpin all HOBY UK's employment policies.

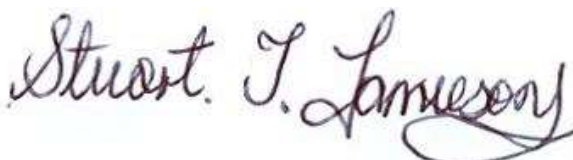
4. Monitoring, Evaluation and Review

- HOBY UK will monitor the effectiveness of this policy by collecting data from delegates and volunteers.
- This data will be evaluated and an Equal Opportunities Report will be produced each year, highlighting strengths and successes and identifying areas of concern.
- The trustees will use this report as a basis for their annual review of the policy.
- HOBY UK will include in its strategic planning strategies to address any areas of concern.

Introduced: 17th September 2018

To be
September

Signed:



reviewed by: 17th
2019

(Chair of Trustees)