

# 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 or have given birth
- 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 who are disadvantaged or most at risk of being excluded to participate in our work.

**3. Examples of what this might look like in practice**

- *Location of events*
  - Choose venues at the heart of the communities being targeted. Try to avoid remote locations and make sure there are good public transport links.
- *Physical access to venues*
  - Ensure there is wheelchair access.
- *Costs*
  - Our pricing strategies cover event costs and generate a small surplus towards wider running costs. Ensure there are always free or subsidised places made available for the disadvantaged.
- *Communication methods (All our programmes require a reasonable grasp of English)*
  - Use a range of presentation methods and activities to suit the variety of preferred learning styles. Ensure language (written and spoken) is appropriate and can be understood by all participants. Screen registrations to ascertain any specific physical or learning needs (eg visual/ aural impairment, dyslexia, etc.) and make appropriate provisions.
- *Food and diet*
  - Screen registrations for specific dietary requirements and make appropriate provision.
- *How well the diverse make-up of our volunteer team relates to that of the communities we work with.*
  - Monitor the balance of gender and ethnicities within the volunteer team. Use focussed recruitment strategies to address imbalances.

**4. 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.

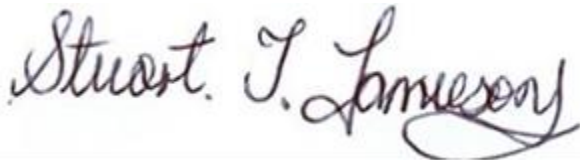
#### **5. Monitoring, Evaluation and Review**

- HOBY UK will monitor the effectiveness of this policy by collecting appropriate, relevant data from delegates and volunteers.
- This data will be evaluated and an Equal Opportunities Report will be produced each year.
- 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.

Last reviewed: September 2024

To be reviewed by: September 2025

Signed:

A handwritten signature in dark ink, reading "Stuart J. Lamerton". The signature is written in a cursive style with a large, decorative flourish at the end of the name.

(Chair of Trustees)