

Arthur Hill – Save Our Swimming CIC Equal Opportunities Policy

Statement of Commitment

Arthur Hill – Save Our Swimming CIC values difference and diversity and recognises that people with different backgrounds, skills, attitudes and experiences can offer valuable new ideas and approaches to our work.

This statement aims to communicate the commitment of the Board of Directors and our management to promote equality of opportunity and respect for diversity by Arthur Hill – Save Our Swimming CIC.

It is our policy to act in a fair and equitable fashion in providing a service to the public, making appointments; the allocation of training and other potential benefits; and in the treatment of those contracted to or applying to work on our behalf. We also commit to respect the diversity of the community we serve and everyone who benefits from or has a stake in the work that we undertake.

Arthur Hill – Save Our Swimming CIC is fundamentally opposed to all types of discrimination and commits to respect the range of differences between individual people. We seek to ensure that discrimination does not take place in any of our activities against individuals or groups for any of the following reasons:

- Gender, including gender reassignment.
- Race (including colour, ethnic or community origin and nationality).
- Disability.
- Age.
- Sexual Orientation.
- Religious Belief.
- Marital or Civil Partnership Status.
- Any other any other condition or requirement which puts a person at a disadvantage.

We aim to be an organisation where everyone is treated with dignity and respect and can feel free to raise issues of equality, learn from others with different backgrounds and experiences to theirs, admit mistakes, and celebrate successes.

Arthur Hill – Save Our Swimming CIC is committed to equality and to making fair treatment an important part of everything we do. We make this commitment because we want to provide the best service we can for our local community and visitors to our pool and because we value the contribution our employees, volunteers and friends make towards achieving this.

All employees and volunteers working on behalf of Arthur Hill – Save Our Swimming CIC will be informed of our commitment to promote equal opportunities and respect diversity as part of their induction process and will be required to commit to working in a way which supports the objectives and spirit of this statement.

The aim of our Equality Policy

We want to make Arthur Hill Pool a welcoming and safe place for everyone to visit. We aim to make sure that the facilities and activities at the pool are provided fairly to all sections of the community and all pool users, and that all our employees and volunteers have equal opportunities.

We will take action to get rid of any direct or indirect discriminatory practices which may act as barriers to achieving these aims.

Putting our Equality Policy into Practice

To achieve the aims of our Equality Policy Statement in delivering our services we will do the following:

- Continually improve facilities and services to make sure they are accessible and provided fairly to everyone in our community and to all pool visitors.
- Understand that some groups of people experience more disadvantage than others, and design our services to meet their particular needs.
- Make sure that all visitors to the pool are treated with respect and know that we recognise and value people's differences.
- Consult and involve pool users and community organisations in the way we plan and deliver our activities and services.
- Make sure that complaints procedures are easy to use and that we take complaints seriously and respond to them efficiently and promptly.

To achieve the aims of our Equality Policy statement in the treatment of staff and volunteers, we will do the following:

- Make sure that our recruitment, selection, training and promotion processes support us to appoint the best people for the job, and to develop and maintain the highest standards of skills and expertise.
- Provide effective procedures for reporting incidents of discrimination or harassment and make sure complaints are dealt with fairly and promptly. Any such complaints may be made in confidence to the Company Secretary or any Director.
- Develop and train our Directors, volunteers and employees to help them recognise equality issues and further understand their role and responsibilities in achieving equality.
- Include equality in all management and planning processes so that it becomes part of everything we do.
- Always act in accordance with relevant legislation and codes of practice, including the Sex Discrimination Act 1975, the Race Relations Act 1975 and 2000, the Disability Discrimination Act 1995, and the Equality Act 2010.

Applying our Equality Policy

This Policy Statement applies to all our activities.

Responsibility for carrying out our Equality Policy

Arthur Hill – Save Our Swimming CIC is responsible for creating a policy through which equality in all our activities and employment is provided. Directors and managers are

responsible for taking active steps to put the policy into practice and for making sure that our personnel act in line with it. However, all employees and volunteers have a role in putting the policy into practice and supporting it. In particular they must:

- Act in line with the policy and its related procedures.
- Promote equal opportunities.
- Not unlawfully or unfairly discriminate.
- Challenge discrimination and inappropriate behaviour.
- Report suspected discriminatory practices.

Breaches of our Equality Policy

Arthur Hill – Save Our Swimming CIC will not tolerate our staff, volunteers, members or visitors being subjected to harassment by anyone. Anyone who does this will be banned from our premises and expelled from membership of the company. If necessary the matter will be reported to the police.

We will consider harassment or deliberate discrimination by any of our employees or volunteers to be a disciplinary offence. Any allegation of harassment or deliberate discrimination will be investigated formally by the Board of Directors and will result in disciplinary action if upheld.

We will monitor policies and staff feedback to minimise the risk and take action should an incident occur.

Adopted: 15 February 2017

Review date: January 2018