



Statement of values and commitments

LHFC is committed to eliminating discrimination and encouraging diversity amongst the workforce. Our workforce will be truly representative of all sections of society and each employee will feel respected and able to give of their best.

The guiding principle of this policy is that we will act with the diversity of the region and the community in mind, and proactively tackle barriers to economic participation and success. The purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination. All employees and volunteers whether part-time, full-time or temporary, will be treated fairly and with respect. All employees/volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

We recognise the business case for promoting equality and diversity, in terms of social and economic impact, and in terms of how it can help increase the number of businesses that reflect current and likely future changes in equality legislation, given the new and fledgling businesses being created and benefiting from the project.

In particular, the club recognises that disabled people, people living with HIV/AIDS, black people and ethnic minorities, Irish people, lesbians and gay men and women all experience discrimination. The trust is resolutely opposed to discrimination and its effects. It will work to eradicate discriminatory policies and practices, and will operate equitably and justly. Those facing discrimination will feel welcome and able to use and to be part of the club.

All involved with the club will commit to this equal opportunity policy. It will be a condition of their involvement, employment volunteering and / or benefit from the club. This includes the commitment to taking positive action to achieve the effective implementation of the policy. The implementation of the policy is the responsibility of all those involved in the project, including their paid staff, volunteers and management committees. It is recognised however that our board members and those involved in the leadership and management of the club have a specific duty to set the standard, champion equality and be an example of equality good practice as individuals and as a team.

LHFC is committed to positive action to alleviate and remedy the effects of discrimination. It accepts that equal treatment of people is insufficient to achieving equal opportunities and that positive action is also required. The trust is therefore committed to positive discrimination as a particularly important form of positive action, where positive discrimination is encouraged by the law, i.e. training opportunities for women and black people, and the employment of disabled people.

This policy is an expression of our commitment to:



- Making equality and diversity integral to the club throughout its life-cycle
- Delivering the club in way that promotes equality and diversity
- Measuring our performance against the equality indicators and targets in the ERDF Development and Appraisal document for the club

LHC is committed, through this policy, to upholding all current equality legislation, and in particular:

- The Equal Pay Act 1970 (amended by Equal Pay regulations 1983)
- The Rehabilitation of Offenders Act 1974
- The Sex Discrimination Act 1975 (amended 1986; Gender Reassignment Regulations 1999)
- The Race Relations Act 1976 (Race Relations Act Amendment Bill)
- The Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- The Human Rights Act 1998.

Policy aim

The aim of this policy is to ensure the trust's commitment to valuing diversity by promoting and implementing equality of opportunity in all activities across the whole spectrum of its activities.

Policy objectives

The objectives of this equal opportunities policy are to:

- Create an environment in which individual differences and the contributions of all our staff/volunteers are recognised and valued, with dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Create an organisational culture where equality in the workplace is good management practice and sound business sense



- Regard breaches of our equality policy as misconduct which could lead to disciplinary proceedings
- Ensure fully accessible premises and undertake regular physical access audits, followed by an improvement plan with any necessary revisions / alternative methods of service delivery.
- Ensure fully accessible and appropriate services, including service provision to meet the requirements of discriminated against groups in society
- Involve discriminated against groups in society in our club delivery activities and pursue positive action measures in order to assist recruitment from discriminated against groups in society
- Ensure our workforce, board, leadership, management, and any management or staff/volunteer groups or committees reflect the diversity of the local community and the region
- Ensure training, development and progression opportunities are available to all staff/volunteers
- Provide regular equal opportunity training to our workforce, board, leadership, management, and any management or staff/volunteer groups or committees, including a regularly updated training needs analysis to identify and inform our training priorities
- Continuously monitor and review all our employment practices and procedures to ensure fairness
- Undertake regular audits of the club, its activities, beneficiaries in relation to the maintenance and furtherance of equal opportunity standards
- Network with wider stakeholders and other external agencies, to promote good equality and diversity practice