

## Hebden Bridge Community Association

### **Equal Opportunities Policy**

#### Aims of Policy

We aim to challenge discrimination in all areas of our organisation. We aim to ensure that Hebden Bridge Community Association reflects the needs of all sections of the local community and incorporates equal opportunities into all areas of its work.

In order to achieve this we aim to:

- Ensure that the composition of the membership and the board of directors reflect the make up of the local community.
- Ensure that our meetings are held in venues which are accessible to all members of the community
- Consider equal opportunities in all areas of our work.

#### Statement of intent:

We recognise that certain groups and individuals in our society are discriminated against, for reasons including their race, colour, ethnic or national origin, gender, disability, marital status, age, social class, religious belief, or sexual orientation.

We are strongly committed to positive action to counter discrimination in all aspects of our work, in the way we work with other organisations and in our work with people in the Hebden Bridge community.

We will regularly review the image and work of Hebden Bridge Community Association. We aim to ensure that the organisation is accessible to all members of the community equally and will consult groups on how to make the organisation's activities more relevant to those facing disadvantage. All literature produced for the organisation in future will include a statement of intent that it is committed to equal opportunities.

Equal opportunities will be considered in all our activities and resources.

#### Review

The policy will be reviewed and developed on an annual basis.