

# **FUTURE HAWICK**

Charity Reg No SC039141

## **EQUAL OPPORTUNITIES POLICY**

### **INTRODUCTION**

Responsibility for ensuring equality and diversity among members, trustees, and workers rests ultimately with the Board of Trustees of Future Hawick. Members, trustees, and workers are responsible for the implementation of the policy and its observance.

### **STATEMENT OF INTENT**

Future Hawick recognises that individuals and groups are discriminated against on grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, religion, creed, marital status, and age. Future Hawick is committed to working towards eliminating all forms of discrimination both through its own work, and through its policies and practices.

Recognising that passive policies will not achieve change, Future Hawick will, through regular monitoring of policies and practice, take active steps to combat discrimination.

### **RECRUITMENT AND SELECTION**

Future Hawick aims to receive the widest response to recruitment of volunteers, members, and trustees. All vacancies will be publicised widely with the aim of reaching all sections of society. Information sent out will include role description and details of the Equal Opportunities Policy.

## TERMS AND CONDITIONS

Future Hawick will endeavour to ensure that members, trustees, and workers are not discriminated against through the terms and conditions under which they have been engaged.

Future Hawick also recognises that family and social circumstances may change, and consequently members, trustees, and workers may need to change their conditions of membership or work. Where circumstances and resources permit, Future Hawick will attempt to accommodate such needs.

## SUPPORT

Members, trustees, and workers are entitled to support from the Board of Trustees.

## TRAINING

Future Hawick recognises that training is an important factor in leading to achievement and opportunity. When needs are identified, every effort will be made to ensure training is provided.

## MONITORING

Regular monitoring of procedures will take place as required to ensure the effectiveness of this policy.

Adopted by the Board of Trustees \_\_\_\_\_

Chairman \_\_\_\_\_