

1. Values Statement

The Broomhall Centre (BHC) is committed to:

- Valuing diversity
- Empowering communities and individuals
- Accountability, integrity and openness
- Treating everyone with respect

The BHC will strive to demonstrate these values by:

- Prioritising and targeting its work and services to reach communities or individuals that most need support
- Supporting groups and individuals to develop self-reliance and independence
- Supporting people to be active in the community
- Promoting and demonstrating good practice in its work and services
- Implementing good employment practice and volunteer recruitment
- Complying with legislation dealing with discrimination and the promotion of equality.

2. Statement of Intent

The BHC is committed to treat all people with dignity and respect, equally, irrespective of any of the 'Protected Characteristics' as defined by the Equality Act 2010. The protected characteristics are age, disability including mental health, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and the BHC will not tolerate discrimination against employees, volunteers or centre users on any of these grounds. .

BHC will challenge discrimination and lack of opportunity in its own policy and practice and will help other organisations and individuals to do the same.

BHC aims to create a culture that respects and values others' differences. BHC sees these differences as an asset to our work as they improve our ability to meet the needs of the organisations and people we serve.

BHC is committed to providing equal opportunities for all through the development of policies which will help to redress the effects of discrimination.

3. Working with people

BHC will seek to recruit staff, board members and volunteers from across a wide range of communities in order to promote equality of opportunity and to work towards eliminating the effects of racial discrimination.

3.1. Gender

BHC supports a policy of improving the opportunities available to all irrespective of their gender.

3.2. People with Disabilities

BHC recognises the need to achieve a positive approach to disability and that opportunities be given to people with abilities and skills to do a specific job whilst providing all the necessary aids, adaptations and restructuring to overcome any particular physical or mental disability. Equally, BHC is committed to retaining staff who become disabled during their period of service. Wherever possible, this may include amending job descriptions or offering the staff member concerned a new role within the organisation.

3.3. Age

BHC will ensure that age is not a barrier to employment with the organisation. It recognises the wealth of knowledge and skills which more mature people possess and is anxious to utilise the knowledge and skills which have been developed over many years and to restore dignity and a sense of worth to the individual.

3.4. LGBTQ+

BHC agrees that a person's sexuality is not a matter which should be taken into account for determining their suitability for recruitment.

3.5. Religion

BHC will ensure that a person's religious beliefs are not a barrier to employment with the organisation. The BHC is a secular centre which does not prefer any single belief system but tolerates all.

3.6. Political Beliefs

BHC agrees that a person's political beliefs are not a matter which should be taken into account for determining their suitability for recruitment.

4. Legislation

The primary responsibility rests with the employer to ensure that there is no unlawful discrimination, but individuals have responsibilities too and must not discriminate or knowingly aid their employer to do so.

5. Communication - Language and Visual

It is BHC policy to make every effort to avoid the use in all its communications of gender-biased language and oppressive, pejorative or offensive terminology and imagery, and to promote inclusive language and imagery.

6. Disciplinary action

Discriminatory behaviour, such as actions or words calculated to cause offence, and cases of personal harassment may be subject to disciplinary action.

7. Monitoring, Assessment and Review

The BHC will assess and review the effectiveness of the Equal Opportunity Policy, and the impact of all other relevant policies and practices on all staff, centre users and volunteers every two years.

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