

# Equal Opportunities Policy & Procedures

## Polmont Sports Centre Community Group SC054374

**ACCEPTS** that, in some societies, certain groups or individuals are denied equality on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation or other factors irrelevant to the purpose in view.

**WELCOMES** the statutory requirements laid down in the Equality Act 2010; <https://www.legislation.gov.uk/ukpga/2010/15/contents> <https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010> <https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>

and is committed to complying with the Equality Act 2010 with such other Acts and statutory

requirements furthering equality of opportunity for all as also apply to its charitable activities.

**RECOGNISES** that it has moral and social responsibilities that go beyond the provisions of the above- mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

**IS COMMITTED** to taking positive steps to ensure that

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- the mix of its volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services

provided.

## **POLICY**

This policy applies to all Trustees, volunteers, management committee members, users and the general public.

### **Commitment**

Equality and diversity are central to the work of Polmont Sports Centre Community Group.

Polmont Sports Centre Community Group will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of any of the protected characteristics listed in the Equality Act, or other characteristics irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Polmont Sports Centre Community Groups goal is to work towards a just society free from discrimination, harassment and prejudice. Polmont Sports Centre Community Group aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

### **Aims**

Polmont Sports Centre Community Group aims to:

- ✓ Provide services that are accessible according to need;
- ✓ Promote equality of opportunity and diversity in volunteering and development;
- ✓ Create effective partnerships with all parts of our community.

### **Objectives**

Polmont Sports Centre Community Groups aim is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- Responding to volunteer's needs and encouraging their development to increase their contribution to effective service delivery;
- Recognising and valuing the differences and individual contribution that all people make to Polmont Sports Centre Community Group.
- Challenging discrimination;
- Providing fair resource allocation;
- Being accountable.

### **Why have do we have this policy?**

Polmont Sports Centre Community Group respects and values diversity in its Trustees, volunteers and service users.

Polmont Sports Centre Community Group has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate development of the people who volunteer for Polmont Sports Centre Community Group.

### **PROCEDURES**

#### **Responsibility for Implementation**

This policy covers the behaviour of all people volunteering in Polmont Sports Centre Community Group or using the services and sets out the way they can expect to be treated in turn by Polmont Sports Centre Community Group.

The responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and the management committee.

## Method of Implementation

Polmont Sports Centre Community Group intends to implement this policy by:

- Ensuring that Trustees, management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given a copy of this policy as part of their induction;
- Actively encouraging Trustees, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;

Monitoring the services, publicity and events provided by Polmont Sports Centre Community Group to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

## Monitoring and Reviewing

Polmont Sports Centre Community Group has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management committee will review the policy annually.

## Change Record

30/09/2025 Policy approved by the Trustees

Date	Signed	Next review

