

**Statement and Policy**

1. The Hub Board of Trustees is committed to equal opportunities for all staff and volunteers.
2. It is our policy that all employment and volunteer decisions are based on merit and the legitimate needs of the organisation. The Hub does not discriminate on the basis of race, colour or nationality, ethnic or national origins, sex, gender reassignment, sexual orientation, marital, or civil partner status, disability, religion or belief, age or any other ground on which it is or becomes unlawful to discriminate under the laws of England and Wales.
3. Our intention is to enable all our staff and volunteers to work in an environment which allows them to fulfil their potential without fear of discrimination or harassment.
4. Our commitment to equal opportunities extends to all aspects of the working relationship including:
  - a. Recruitment and volunteer selection procedures
  - b. Terms of employment or volunteering including pay and benefits
  - c. Training career development and promotion
  - d. Work practices, conduct issues, allocation of tasks, discipline and grievances
  - e. Work- related social events; and
  - f. Termination of employment or volunteering and matters after termination, including references.
5. This policy is intended to help the Board of Trustees achieve its diversity and anti-discrimination aims by clarifying the responsibilities and duties of all staff in respect of equal opportunities and discrimination.
6. The principles of non-discrimination and equal opportunities also apply to the way in which staff/volunteers treat visitors, hirers, customers, suppliers or other organisations using space/facilities within the Hub and former associates/staff.
7. This is a statement of policy only and does not form part of any contract of employment or volunteer agreement and may be amended at any time by the Hub Board of Trustees in absolute discretion.
8. Who is responsible for Equality at the Hub:
  - a. Achieving an equal opportunities workplace is a collective task shared between the Hub Board of Trustees and all its staff /volunteers. This policy and the rules contained in it therefore apply to all staff/volunteers irrespective of seniority, tenure and working hours, including trustees staff volunteers' consultants, contractors casual or partnership organisations using space within the Hub
  - b. It is everyone's personal responsibility to ensure compliance with this policy and to treat colleagues with dignity at all times and to not discriminate against or harass other members of staff, visitors, users or other organisations.