



Equal Opportunities and Diversity Policy

Introduction to Policy

Diversity means having a wide range of different people with different perspectives involved throughout our organisation.

Equal opportunities means making sure everyone has a fair and equal chance to work or volunteer for our organisation, and to access or participate in any activities and services provided by the organisation.

Achieving diversity depends on offering equality of opportunity.

Equal opportunities means making sure that no person is treated less favourably than another person because of their:

- Age
- Disability
- Gender reassignment
- Marriage / civil partnership
- Pregnancy / maternity
- Race, colour, ethnic or national origins
- Religion, creed or belief
- Gender or sex
- Sexual orientation
- Responsibilities for dependants
- Socio-economic background
- Political beliefs
- Offending background
- Employment status
- Any other factor that can give rise to unfair treatment

Unfair, unequal treatment of this kind is **discrimination**, and can be either **direct** or **indirect**.

Direct Discrimination

Direct discrimination occurs when one person is treated less favourably than another on grounds relating to sex, race, marital status, disability, age, etc.

Indirect Discrimination

Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, marital status, disability, age, etc, than persons in another group and which is not objectively justifiable in the given situation.

THGI has therefore established the following policy:-

Policy

THGI values and encourages diversity, appreciating individual differences and collective variety and the benefits that these different perspectives and experiences bring.

THGI recognises that talent and potential are distributed across the population and that we will do best as an organisation if we are able to attract and retain volunteers from the widest possible spectrum.

THGI values inclusiveness and is committed to the principles of equal opportunities in all aspects of volunteering and in the provision of activities and/or services.

THGI recognises that some members of the community may have been affected by discrimination and that as a result, they may be denied the opportunity to participate equally and fully in the organisation and/or the opportunity to full and equal access to any services or opportunities provided by the organisation .

THGI recognises that discrimination can result from a range of factors including, but not restricted to:

- Age
- Disability
- Gender reassignment
- Marriage / civil partnership
- Pregnancy / maternity
- Race, colour, ethnic or national origins
- Religion, creed or belief
- Gender or sex
- Sexual orientation
- Responsibilities for dependants
- Socio-economic background
- Political beliefs
- Offending background
- Employment status

It is the intention of **THGI** to work to ensure that no current or potential volunteers, trustees, members or beneficiaries are treated less favourably as a result of discrimination whether intentional or unintentional, direct or indirect.

THGI believes everyone has a role to play in ensuring fairness towards colleagues and towards the community we serve. **THGI** therefore seeks to promote an atmosphere in which all people have regard for one another's rights and everyone is treated with respect and dignity.

It is our intention to follow practices which actively work to eliminate discrimination.

THGI will ensure that these practices comply with all prevailing relevant legislation, currently the Equalities Act (2010).

THGI intends to monitor its diversity and the effectiveness of its equal opportunities activities.

THGI is committed to regular review of its policies and procedures to ensure they continue to promote diversity and equality of opportunity.

Overall responsibility for this policy and its implementation lies with the **Management Committee** of **THGI**. However, everyone involved in any way with the organisation is expected, and indeed required, to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.