Equality, Diversity and Inclusion Policy 2026

Introduction
Hesketh Bank Community Centre (HBCC) is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services. We aim to create a culture that respects and values each other's' differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. We are committed wherever practicable to achieving and maintaining a workforce – both in an employee and volunteer capacity – that broadly reflects the local community in which we operate.

Purpose
The purpose of this policy is to provide equality and fairness for all in the provision of our services and not to discriminate on the grounds of:
Age, Disability, Ethnic or National Origin, Gender Reassignment, Marriage & Civil Partnerships, Pregnancy & Maternity, Race, Religion/ Belief, Sex, Sexual Orientation.

HBCC opposes all forms of unlawful and unfair discrimination.

All Trustees, volunteers and employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, volunteering or any other benefit will be on the basis of skills and ability.

Principles
Our commitment to Equality and Diversity is:

• To create an environment in which individual differences and the contributions of all our Trustees, volunteers and employees are recognised and valued.

• To create an environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.

• To ensure training, development and progression opportunities are available to all.

This policy applies to all employees, volunteers, students, trainees and contractors.

HBCC will not tolerate bullying, harassment or discrimination in any form. It recognises that there is a legal responsibility to prevent harassment related to age, disability, gender reassignment, race (including colour, nationality and ethnic or national origins), religion or belief, sex and/or sexual orientation. In this policy, these are known as the 'protected characteristics'.

• To promote equality in the workplace, which we believe is good management practice.

• To regularly review all employment and volunteering practices and procedures to ensure that no job applicants, employees, Trustees or volunteers are treated less favourably than others.

• To regularly review services to ensure a positive culture is maintained and services are accessible and appropriate to all groups within our community.

• To treat breaches of the equality policy seriously and to take disciplinary action when required.

• To provide information and training to all Trustees, employees, users and volunteers so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.

• To develop an Equality and Diversity Action plan, to promote a positive culture and ensure our Equality and Diversity policy is fully implemented and promotes total inclusion.

This policy will be reviewed on an annual basis, unless circumstances arise which require the policy to be reviewed earlier.

If you need any further information, advice or guidance relation to this policy, please contact the Chairperson of the Board of Trustees

This policy has been approved for issue by the board of trustees of HBCC.

Policy dated: 01/10/2026

Policy review date: 30/09/2027