



British Deaf History Society

2nd Floor, Empire Court

30-40 Museum Street

Warrington

WA1 1HU

EQUAL OPPORTUNITIES POLICY

POLICY STATEMENT

1. Introduction

- 1.1 The Trustees of BDHS recognise that groups and individuals in society are discriminated against and BDHS will ensure to the best of its ability that BDHS workers, volunteers, users, and clients are not discriminated against, either directly or indirectly.
- 1.2 BDHS is committed to supporting equality of opportunity in all aspects of its employment and service delivery.
- 1.3 BDHS recognises that the skills/resources, potential of all its workers, volunteers, users and clients should be fully utilised. No job applicant, employee, volunteer or user should receive less favourable treatment on the grounds of gender, race, ethnicity, nationality, religious belief, colour, disability, sexuality, marital status, age or be disadvantaged by working/service conditions offered by BDHS. Failure to adhere to the equal opportunities policy will result in disciplinary action.

2. Legislation

- 2.1 BDHS recognises its legal obligations under the Race Relations Act 1976 (as amended 2000); the Equal Pay Act 1970 (as amended 2004); the Sex Discrimination Act 1975; the Disability Discrimination Act 1995, the Employment Equality (Sexuality) Regulations 2003, the Employment Equality (Religion or Belief) Regulations 2003 and other European Union Employment Directives, such as that covering age.
- 2.2 To this end BDHS will:
 - Seek to provide all employee and volunteers with equal opportunity to progress within the organisation.

- Seek to provide a welcoming atmosphere and environment, in which all employees, volunteers, users and clients feel comfortable, including the use of sign language communication.
- Provide equal access to all its employees, volunteers, users and clients the use of equipment available within BDHS.
- Provide equal access for all its employees, volunteers, users and clients to such environmental aids or equipment that may be available for loan, hire or purchase.
- Provide equal access for all users of BDHS to rooms, equipment, and sign language courses on a 'first come first served' basis.
- Take steps to ensure that there is no harassment or victimisation of any individual or group using BDHS.

(Note 1: Employees include paid and unpaid staff, management committee members, volunteers and any external consultant or organisations contracted to work on behalf of BDHS.)

(Note 2: Charges for the use of equipment or facilities may be set by the Board of Trustees.)

3. Centre Users

- 3.1 Users of any BDHS Centre will have equality of access to all facilities such as may be made available by the management of any centre, subject to space and prior bookings of any facility.

4. Employee and Volunteer Recruitment, Services, Publicity

- 4.1 BDHS seeks to be pro-active with regard to equality of opportunity. This will be reflected in its advertising of job vacancies, publicity material and user policies.
- 4.2 All BDHS publicity will reflect equality of opportunity and will be available in BDHS offices and when necessary in the local 'free' press and other appropriate media and public places such as libraries throughout the community.

4.3 All publicity material will be available if required in an appropriate language and media e.g. B.S.L. on video and written English, or any other suitable means, including Braille and Large Print.

4.4 The Trustees of the BDHS is committed to the provision of appropriate training to ensure effective implementation of its equal opportunity objectives and procedures.

5. **Management, Monitoring and Evaluation**

5.1 The Trustees of BDHS is committed to ensuring the implementation of its equal opportunity objectives and procedures. All Trustees, employees, volunteers, users and clients have a responsibility to adhere to the equal opportunities policy.

5.2 Any complaints/breaches of procedures will be dealt with as required. The Trustees will be sent a report of all complaints received. A record of all complaints made and received will be kept.

5.3 The Chief Executive will present monitoring reports to the Trustees for evaluation as required.


EQUAL OPPORTUNITIES STATEMENT

We are an equal opportunities charity. Our future success in a highly competitive world depends on our employees, volunteers, members and users and the development of their skills and abilities.

It is our aim that there shall be equal opportunities in this organisation. There will be no discrimination on grounds of sex, being married, colour or race which is not permitted by law; or on any other grounds, including disability or age, except where this is necessary to ensure that the job is done effectively and safely.

This principle will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment, volunteering and membership of BDHS and use of BDHS facilities.

All employees, volunteers, members and BDHS users have a responsibility to apply this principle in practice.



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(The Chair of the Board of Trustees)

Date : 1st May 2017