

Equal Opportunities Policy

Twyn Community Hub

Twyn Community Hub is committed to eliminating discrimination and encouraging diversity amongst our workforces. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

Twyn Community Hub opposes all forms of unlawful and unfair discrimination.

1. Responsibility

The overall responsibility for ensuring effective implementation of Twyn Community Hub's Equal opportunities policy is assigned to Callum Palmer. This responsibility includes ensuring that all employees and workers are notified of the details of this policy and are aware of its implications through the provision of appropriate training.

All line managers have responsibility for promoting equality of opportunity and should ensure that their own procedures and practices comply with the provisions of Twyn Community Hubs Equal opportunities policy. The performance and example of managers is crucial to improving opportunities for all. Individual employees and workers at all levels have responsibility for ensuring that equality of opportunity is consistently provided in all of Twyn Community Hubs employment practices and activities.

2. Recruitment and selection

Twyn Community Hub will strive to:

- Ensure that all employees are recruited on the basis of ability and other objective relevant criteria.

- Work towards ensuring that through recruitment, its workforce better represents all sections of society.
- Ensure that it communicates job opportunities to all sections of the community, ensuring that it does not discriminate against, or discourage applications from any section of the community.
- Ensure that all involved in the recruitment selection are trained on equalities issues.
- Use appropriate legislation as a framework for action to support the recruitment process in a positive way.

3. Training and organisational development

Twyn Community Hub will:

- Seek to ensure that all employees are developed by the provision of appropriate and accessible learning opportunities in line with organisational and individual needs.
- Ensure that vacancies are open to existing staff.
- Ensure that equalities training is provided as part of its overall training and organisational development programme.

4. Monitoring and Evaluation

Monitoring will be carried out to measure the effectiveness of Twyn Community Hub Equal opportunities policy and to check that the policy is working and to act as a basis for future plans. This will be done by:

- Monitoring recruitment and selection procedures to ensure discrimination is not occurring.
- Checking the representation of applicants
- Checking the representation of Twyn Community Hubs workforce.

5. Disciplinary

All employees should be aware that whilst an employer can be held liable in law for acts of discrimination committed by employees, employees too can be held personally liable in law for acts of discrimination which they commit, authorise, contribute to, or condone in relation to other employees, workers and members of the public.


Employees therefore should be aware that breaches of Twyn Community Hubs Equal opportunities policy and will be dealt with through Twyn Community Hubs Disciplinary policy.

6. Grievances

Should an employee have an issue or concern in relation to Twyn Community Hubs Equal opportunities Policy, then they should follow Twyn Community Hubs Grievance policy.

Should an employee believe they are being, or have been, discriminated against or harassed in any way, then they should follow Twyn Community Hubs Bullying and harassment policy.

This policy will be reviewed in a years' time.

	<p>Chairperson name (please print)</p>	<p>Signature</p>
<p>Date approved by Management Committee:</p>	<p>Callum Palmer</p>	
<p>27th January 2021</p>	<p>Next review date: 27th January 2022</p>	