

The **PIRATE CASTLE**

Policy Name:	EQUAL OPPORTUNITIES POLICY		
Version/ date of issue:	Version 2.1.3 –reviewed January 2023	Reviewed by:	Kal Webb, Development Manager; Welfare Officer
Trustee review date:	January 2023	Next review due	January 2024

1. POLICY STATEMENT

The Pirate Castle is fully committed to the principles of equality of opportunity. We aim to promote inclusion for participants of all abilities and backgrounds, and are committed to ensuring that people from all sections of the community genuinely have equal opportunities to participate at all levels in our projects and services, irrespective of their age, gender, ability, disability, religion or belief, race, ethnic origin, nationality, sexual orientation, gender reassignment, pregnancy and / or marriage / civil partnership status.

We recognise that discrimination is unacceptable and will not tolerate direct or indirect discrimination of any form. We also understand that prejudice or stereotyping creates barriers to participation and engagement. As such, we are committed to taking appropriate and reasonable steps to mitigate / remove such barriers and / or obstacles and actively promote a “can do” attitude throughout the range of activities and community projects available at the Centre.

We are committed to the provision of high-quality services and activities in a way which is fair and accessible for everyone. We will continue to play an active role in outdoor pursuits and sport generally in the promotion of equal opportunities policies and practice.

We will continually ensure that all present and potential service users and employees receive equally favourable treatment at all times. We also actively take and encourage positive action to eliminate any form of individual and /or institutional discrimination:

- We respect the rights, dignity and worth of every person and are committed to treating all individuals and groups equally;
- All individuals and groups have the right to access and participate in our projects and services in an environment free from threat of intimidation, victimisation, harassment and abuse;

- All staff and service users have equal responsibility to challenge discriminatory behaviour and promote equality at all times within The Pirate Castle and our services;
- Any incidence of discriminatory behaviour is regarded as serious misconduct and will be dealt with according to our disciplinary procedures.

2. EQUAL OPPORTUNITIES POLICY

We recognise that many people experience discrimination, either directly or indirectly. However, we uphold that all forms of discrimination are unacceptable, regardless of there being an intention to discriminate or not. All staff (including volunteers) have a duty to assure that this policy is effective in preventing discrimination in any form and maintaining equal opportunities for all. Any suspected discriminatory acts, practices or cases of bullying and / or harassment must be reported to the General Manager (Tim Molloy) and Safeguarding Lead (Kal Webb).

3. TYPES OF DISCRIMINATION

The Pirate Castle regards any form of discrimination as serious misconduct and any member of staff, volunteer or service user who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Discrimination can take the following forms:

- **Direct:** treating a person less favourably than others on the grounds of their age, gender, ability, disability, religion or belief, race, ethnic origin, nationality, sexual orientation, gender reassignment, pregnancy and / or marriage / civil partnership status;
- **Indirect:** when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society and the requirement cannot be justified in relation to the job;
- **Harassment:** inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient;
- **Victimisation:** when one person is treated less favourably than others because he or she has acted under one of the relevant Acts / Regulations or provided information about discrimination, harassment or inappropriate behaviour.

4. IMPLEMENTATION

In addition to this Equal Opportunities Policy, we will continue to support a positive approach to delivering activities and projects for those sections of the community which are underserved and / or harder to reach.

We work closely with a number of organisations who represent these sections of the community. Regular liaison with governing bodies and specialist external organisations assure that we continually work within best practice guidelines and are able to maintain a progressive approach to working with underserved and / or hard to reach sections of the community.

The Pirate Castle's staff and Trustee Board will regularly monitor and review this Equal Opportunities Policy to ensure that it is implemented and assures equity for all individuals and groups.

5. ISSUING OF THE STATEMENT

The statement is issued to ensure that all staff and service users are aware of The Pirate Castle's Equal Opportunities Policy and the steps being taken to monitor and review it.

It is important that all staff and service users understand they have a responsibility and a role to play in the promotion of equal opportunities. All persons have a duty to respect, uphold and promote the intentions of this policy.

A copy of the policy is available to all of The Pirate Castle's staff (including volunteers) and service users.

6. LEGAL RESPONSIBILITIES

The Pirate Castle fully accepts its legal responsibility under the following:

- The Equality Act 2010
- Disability Discrimination Act (DDA) 1995, 2005
- Race Relations Act 1976, 2000
- Sex Discrimination Act 1976, 1986
- Children's Act 1989, 2004