



# Equal Opportunities Policy

January 2022

Last Reviewed: January 2022

## Purpose

The purpose of this policy statement is to proclaim and emphasise the commitment of Holywood Shared Town, (HST) to equal opportunities for all members, members of constituent organisations and (in the future) any staff and volunteers.

It affirms that Holywood Shared Town (HST) members and members of constituent organisations will rigorously observe the principles and actively pursue the objectives set out in the discharge of their responsibilities so that the policy is fully implemented.

The policy will ensure that unlawful discrimination of any kind is not shown towards any members, members of constituent organisations or (in the future) any staff or volunteers.

## Policy

In the conduct of activities associated with the organisation, Holywood Shared Town does not permit unlawful discrimination of any kind against any person on grounds that include age, gender, sexual orientation, marital status and or responsibility for dependants, religious belief or political opinion, race, nationality or disability. Unlawful discrimination is defined as treating a person less favourably than others are, or would be treated in the same or similar circumstances.

To this end Holywood Shared Town (HST)

- (i) Will fulfil its responsibility towards its members, members of constituent organisations, and (in the future) employees or volunteers and the communities in which it operates;
- (ii) Will recognise and to the best of its ability, fulfill, legal obligations, where appropriate e.g. the Fair Employment and Treatment (Northern Ireland) Order 1998; the Equal Pay Acts (Northern Ireland) 1970 and 1984; the Sex Discrimination (Northern Ireland) Orders 1976 and 1988; the Disabled Persons (Northern Ireland) Employment Acts 1945 and 1960; the Disability Discrimination Act 1995; the Employee Relations (Northern Ireland) order 1996; the Race Relations (Northern Ireland) Order 1997; the Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003 and other relevant legislation or amendments to the above legislation.
- (iii) Will ensure, in the conduct of activities associated with the organization, there will be no direct discrimination against any eligible person, whether in recruitment, training, promotion or in any other way. Direct discrimination means treating a person less

favourably in such areas as gender, marital status and/or responsibility for dependants, religious belief, political opinion, race, nationality or disability.

- (iv) Will ensure that all eligible persons shall have equal opportunity for activities on the basis of their merits and abilities that are appropriate to the activities. Hollywood Shared Town (HST) will review periodically its criteria for selection of representatives and procedures to fulfill this aim.
- (v) Will ensure implementation of measures for monitoring perceived religious affiliation of participants, and (in the future) job applicants and employees and further monitor the gender, marital status and disability status of these persons.
- (vi) Will ensure that this policy will be clearly communicated to all members, members of constituent groups, office bearers, and (in the future) management and staff, and it should be made known to potential participants. All members, members of constituent organizations and any staff or volunteers will have access to a copy of this statement, and its contents will be reflected as appropriate.

## Responsibilities

Hollywood Shared Town will ensure that no future employee or job applicant receives less favourable treatment on grounds that include age, gender, sexual orientation, religious belief or political opinion, race, marital status and/or responsibility for dependants, nationality or disability.

Signed: John Woods

Chair/Trustee Hollywood Shared Town

Date: 4 January 2022

Review date: January 2025