



Equal Opportunity Policy

The Legacy Trust (Benfleet) aims to promote equal opportunities and eliminates discrimination of any kind in all aspects of employment ie recruitment, selection, promotion, terms of employment, training and grievance/dismissal procedures.

The Legacy Trust (Benfleet) is an equal opportunities employer. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or natural origin of physical disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Some particular groups of people have commonly, and a for long time past, been disadvantaged in sharing services which should be provided fairly to the community as a whole. These groups include disabled people, women, and some because of their age, religion and sexual orientation. In recognising the difficulties, inequalities and prejudices which some groups continue to face, those that provide a service need to make an extra effort to provide equality of opportunity for all sections of their community and their workforce. Equal opportunities means access to jobs, services and information and participation for all.

Statement of Intent

The purpose of an equalities strategy is to ensure that equality of opportunity is realised in the service we provide and the employment practices we uphold. We value the diversity of the local population and our workforce. We aim to provide an accessible, user focused and responsive club reinforced by compatible employment practices including recruitment and the development of the existing staff team.

Core Principles

We value the diversity of the communities we serve and seek to support all of them. We acknowledge the desirability of reflecting this diversity in our staff team.

We recognise that every member of staff, both paid and voluntary, can influence how equality is achieved, both in the Trust and through the activities we provide. We will ensure that all staff are aware of their rights and responsibilities in this respect.

We recognise the importance of effective communication. We will endeavour to provide a comprehensive range of information, including direct information about the Trust for young people and the community, in a variety of appropriate forms. We will also consult and listen to the views of the local young people and community.

The Legacy Trust plans to implement the policy as follows;

- To ensure that all employees and prospective employees receive a copy of our Equal Opportunities Policy.
- To regularly assess the policy and discuss with all employees the implementation and improvement of the Policy.
- To ensure that our recruitment and selection methods are fair.
- To monitor advertisements in order to ensure that applicants are aware that the partnership is an Equal Opportunities employer.
- To ensure that all disciplinary and grievance hearings are conducted so as not to discriminate against any person.

1 January, 2009