



Equal Opportunities Policy

Applies from: October 2023 - October 2025

Signed of by Directors: 24th October 2023

Principle: Spirit Project and Horse Spirit Project CIC (WE) are actively committed to oppose all forms of discrimination on the grounds outlined in this policy. We are committed to its Equal Opportunities Policy being realised in practice and will continue to amend and update when and where it is necessary and appropriate to do so.

Purpose: We aim to be an equal opportunity organization and to provide an environment free from harassment and inequality. We values diversity and believes in providing an environment which promotes fairness, dignity and respect for everybody within all day-to-day dealings. To ensure accountability at all levels and to enable all potential users are able to access services.

Applies to: Staff, directors, volunteers and clients.

Policy:

We are committed to a policy of equal opportunities in employment whereby individuals are selected, trained, promoted and treated on the basis of their relevant merits, skills and competency. WE values diversity and believes in providing an environment which promotes fairness, dignity and respect for everybody.

It is unlawful to discriminate directly or indirectly in recruitment or employment because of any of the nine 'protected characteristics' in the Equality Act 2010. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. *However, section 7.2(E) of the Sex Discrimination Act applies as we are a women-only organisation.*

The Equality Act 2010 makes it unlawful for staff to:

- discriminate directly or indirectly, or harass staff, volunteers, directors or clients because of the protected characteristics of disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of goods and services.
- directly discriminate against or harass staff, volunteers, directors or clients for association with another individual who has a protected characteristic
- discriminate against or harass staff, volunteers, directors or clients based on a perception that someone has a particular protected characteristic when he or she does not, in fact, have that protected characteristic.

Procedures

The Directors have overall responsibility for the formulation, implementation and monitoring of the policy which is approved and supported by the Directors. We are committed to a programme of action to ensure that this policy is effective by:

- advising all directors on matters of equal opportunities in employment;
- providing training and/or guidance in the equal opportunities policy and those provisions, relevant to their responsibilities, of the Equalities Act 2010.
- stating on relevant material that it is an equal opportunities employer;
- ensuring that all material will be consistent with WE's equal opportunities policy;
- issuing each member of staff with a copy of this statement;
- including a reference to the equal opportunities policy in terms and conditions of employment and asking new employees to confirm that they have read the policy as part of their terms and conditions of employment.