

Equality, Diversity & Inclusion Policy Statement

Halo Leisure is committed to the principles of fairness, respect, diversity, equality of opportunity, inclusion and engagement, and recognises the importance of adhering to these principles at all times.

All that we do will reflect our approach to fairness, respect, equality, diversity, inclusion and engagement, known as FREDIE in practice.



Fairness

Halo Leisure will support the quality of being reasonable right and just.



Respect

Having due regard for the feelings, wishes, or rights of others.



Equality

Every person has equal rights and every person has a fair chance. Recognition that different people have different starting points. We support all equality legislation. Our policies and service models will ensure we approach everyone equally.



Diversity

This means different. Diversity includes us all. The concept of diversity encompasses acceptance and respect. It means understanding and that each individual is unique and we seek to learn from those who think differently. We will design our services and processes to encourage diversity.



Inclusion

Halo Leisure seeks to work in a way where every employee, volunteer, customer, supplier, funder and all others whom it comes into contact with feels respected, valued and knows they fit in. We will ensure our policies and practices are inclusive and accessible to those we deal with.



Engagement

This is based on trust, integrity, two way commitment and communication between Halo and its members.

These principles form a positive approach to recognise that everyone is different and can make and bring their own unique contribution, experience, knowledge and skills to the Company. Halo Leisure promotes fairness, respect, dignity and inclusion for all, and an environment where individual differences and the contributions of all employees are recognised, valued and encouraged through engagement.

Halo Leisure will not unlawfully discriminate against any individuals including those with protected characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation in line with the Equality Act 2010.

Halo Leisure has a zero-tolerance approach to any form of discrimination on the grounds of any of the protected characteristics, whether or not the Equality Act applies the specific form of discrimination to a specific characteristic.

We expect that all suppliers of goods and services to Halo Leisure fully support the principles of FREDIE in their business operations and can demonstrate how they support these values. In certain circumstances, suppliers may be asked to provide further details as part of any tendering process.

We recognise that both the people who work for us – or who we may want to recruit to do so – and those who use our services are individuals with different needs which may impact on their ability to access many services in our community including our own services. In the case of our customers this means that we may, therefore, set up and deliver projects that will work expressly with specific groups in order to increase their chances of accessing the services we provide.

We will, however, also work hard to ensure that all individuals who fit the criteria for employment or access to our services truly have the opportunity to access and benefit from what Halo Leisure can offer.

We also encourage our key partners and suppliers to hold disability confident status.

CHIEF EXECUTIVE

CHAIRMAN OF THE BOARD

Date: March 2023

www.haloleisure.org.uk