



## Equal Opportunities Policy

**Policy statement:** HTAFC ensures that equality is an under-pinning principle of every policy within its Children's Safeguarding Handbook. In **Safer Recruitment** it is about living and breathing our **Equal Opportunities and Valuing Diversity Policies**. Elsewhere, it is the foundation of how we work and interact with children, parents and carers.

HTAFC staff and volunteers undertake its work in partnership with children, parents and carers - and will ensure that regardless of age, disability, racial heritage or religious belief, sexual orientation or identity, everyone is treated fairly and impartially. HTAFC firmly believes that everyone has a right to an environment that is free from intimidation, harassment and abuse. HTAFC will not tolerate any behaviour that is in breach of this Equity Policy.

**Definition of equity:** HTAFC believes that "Equity" is concerned with fairness, justice, inclusion and respect for diversity - and about ensuring that unfair discrimination is eliminated.

**How HTAFC will achieve equity:** HTAFC will achieve its Equity Policy by listening to children, parents and carers - gathering information from them regarding their experiences and priorities - and involving them in decision making. Examples of equity in practice is HTAFC's **Parental & Child Consent Policy** and HTAFC's **Sharing of Information Policy**. All HTAFC's policies and procedures demonstrate the organisations commitment to achieving equity.

**Expectations of HTAFC staff and volunteers:** Staff and volunteers will receive induction, training and on- going refresher training, to enable them to be the ambassadors of fairness, justice, inclusion and respecting diversity. HTAFC expects all staff and volunteers to oppose discriminatory behaviour and to work to promote equality of opportunity.

**Reporting breaches of this equity policy:** HTAFC requires its staff and volunteers to report any kind of behaviour which is against the principles of this policy. HTAFC strongly encourages all children, parents and carers to raise concerns about breaches of equity that the encounter within the organisation. HTAFC will always listen when issues are raised and take the appropriate action.

**Monitoring equity:** HTAFC will regularly monitor the effects of its Equity Policy in order to assess whether fairness, justice, inclusion and respect for diversity is being achieved. Monitoring will take the form of observation, staff and volunteer input, as well as seeking feedback and input from children, parents and carers. Where changes are required, HTAFC will implement them without delay and further review the impact and effectiveness of those changes.

**Reviewed & Updated: September 2019**

**HTAFC will review this Equity Policy and good practice at least annually.**