

Salford Community Leisure Equality Statement September 2016

At Salford Community Leisure we aim to make all of our services and activities accessible to all and in the process, treat everyone fairly, with dignity and respect. We accept and include people regardless of their personal characteristics or circumstances.

We also aim to promote a culture where discrimination is eliminated by providing an environment of equal opportunities where everyone recognises the positive contribution a diverse workforce, community and membership can make.

We are committed to the fundamental principles detailed under the general equality duty within the Equality Act 2010. We should have **due regard** to the need to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it

The Equality Duty covers the following protected characteristics:

- Age
- Disability
- Gender
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sexual orientation

Protected characteristics are some of the things that make you, you. Equality and Diversity affects us all as everyone has at least five of the characteristics; your age, your gender, your sexual orientation, your race and your religion or belief.

There is a law around Equality, Diversity and Inclusion called 'The Equality Act 2010' which promotes equal opportunities and protects the rights of individuals. The Act makes it unlawful to treat people less favourably or to discriminate against people with a 'protected characteristic'.

As a community benefit society we share our co-operative values approach with other co-operatives throughout the world. The values of Equality and Equity are of particular relevance.

- Self help
- Self responsibility
- Democracy
- **Equality**
- **Equity**
- Solidarity

To ensure that we meet our commitment to our equalities statement we will draw up an equality action plan, which will set in place priorities. This will be renewed and updated on a twice yearly basis by the Senior Management Team, and reported to the Board annually.

**Approved by Salford Community Leisure Board
September 2016**