

EQUALITY AND DIVERSITY STATEMENT

Himmat Project aims to promote equality and diversity to all our service users and seeks to ensure that equality and diversity principles underpin all areas of the work and service provision.

- Himmat Project recognizes that many people and groups suffer discrimination and face serious barriers when trying to fulfill their true potential. It also recognises that not all forms of unreasonable and unfair discrimination are the subject of legislation. It is the aim of Himmat Project to take positive steps to redress discrimination, to improve equality of opportunity and to combat any unreasonable or unfair treatment which places people at a disadvantage for any reasons not directly related to their ability to work at or receive training from Himmat Project or to their eligibility to receive services from us.
- In most cases it is unlawful to discriminate against people on grounds of gender, pregnancy, race, colour, nationality, ethnic and national origin, sexuality/sexual orientation, religion or belief, age, or because they are disabled, married, a member of a trade union, work part time or on a fixed-term contract.
- However we recognise that people may experience discrimination for many additional social, educational and economic reasons such as their language, health, physical or mental disability, HIV status, caring responsibilities, trade union activity, where they live, how they speak and whether they work flexibly. This policy will apply equally to all these circumstances.
- Himmat Project will not tolerate discrimination, harassment, bullying, victimisation or abuse of people who are members of staff or of people connected with the services provided by the Himmat Project.

SERVICE DELIVERY (with Equality Statement Principals)

- Himmat Project seeks to ensure that its services are accessible to all sections of the community served by Himmat Project.
- Himmat Project will attempt to ensure that none of its policies discriminate directly or indirectly against any group or individual.
- Himmat Project will adopt a Complaints Procedure that will include its objectives with regard to equality and diversity in service delivery.
- The management and staff will adopt annual work plans which will specifically address the equality and diversity aspects of all areas of work.
- Himmat Project will attempt to find ways of making our service accessible to everyone, including people for whom English is not a first language, people with visual or hearing impairments, and people who live in remote rural areas and/or who cannot easily travel.

Himmat Project will take all reasonable steps to ensure that all its activities are carried out in premises which are accessible to people with mobility difficulties. In the event that the premises operated by Himmat are not accessible for particular individuals, Himmat Project will arrange alternative meeting places. This will include committee meetings.

- Himmat Project will be sensitive to the particular needs of service users by trying to provide for example, translations, childcare facilities run by vetted carers and, when providing food, having regard to religious and other dietary requirements.
- Himmat Project will operate a variety of means to allow people to contact staff and management.

If you have concerns or would like further information please contact the Mumtaz Hussain or you may address any concerns in writing to:

Mumtaz Hussain
Raven Street Centre
Raven Street
Halifax
Phone: 01422- 348045

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