



Holloway Neighbourhood Group **Equal Opportunities Policy**

1. EQUAL OPPORTUNITIES - STATEMENT OF INTENT :

HNG's vision is of empowered, happy and inclusive communities where all people are valued. We provide support and services and build connections to empower people to lead fulfilled lives as part of their community.

HNG is committed to promoting equal opportunities and challenging discrimination wherever it occurs. HNG will, as far as possible, promote and advance equal opportunities in all of our activities, services and practice.

HNG will not tolerate discrimination, on any basis, including on the basis of:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Relationship status or caring responsibilities
- Health, including mental health and HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status

We aim to ensure that job applicants, staff members, volunteers and individuals who use our services neither receive less favourable treatment on these grounds, nor are disadvantaged by conditions or requirements that cannot be shown to be justifiable.

HNG will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the way that it carries out its work. This includes the development of diversity in the Trustees, staff, volunteers, service users and networks and membership, to ensure a genuinely wide representation that as far as possible reflects the local population.