



Equal Opportunities Policy

December 2020

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1 Statement of Intent

Leicester Outdoor Pursuits Centre (LOPC) is committed to working towards eradicating direct and indirect discrimination and ensuring equality of opportunity for all groups and individuals using the Centre.

Discrimination is treating someone unfairly because of their characteristics.

2 Protected characteristics

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnerships
5. Pregnancy or maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation (gay, lesbian or bisexual)

3 Our Aims

1. To ensure the users and staff are representative of the local community.
2. To ensure that the building and activities are, as much as possible, accessible to all members of the community equally.
3. To establish/maintain good working relationships with local groups, organisations and individuals who face/suffer discrimination.
4. To promote equality of opportunity in all areas of our work and activities.
5. To increase awareness within the centre of the needs of those who face/suffer discrimination in society in general.
6. To ensure an understanding of equal opportunities issues with staff members.
7. To challenge inappropriate behaviour.
8. To act on suggestions from the local community to improve accessibility and remove barriers.

4 Implementation

If anyone connected with LOPC believes they have been discriminated against then they should raise the matter informally with the Centre Manager or follow the Centre's Complaints Procedure.

All staff will have regular training on matters relating to equality and discrimination; this training will be recorded in the usual way.

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LOPC aims to take Positive Action to provide additional benefits to certain groups of people to tackle disadvantage insofar as the Equality Act 2010 allows.

We aim to reflect the diversity of the community in the decision making process of the Centre and will actively encourage members of disadvantaged groups to join the committee. Consideration will be taken when arranging the time and venue of any meeting to ensure that they are as accessible as possible.

Written by Ed Sibson

Last Reviewed 5th December 2019