



## Equal Opportunities Statement

It is part of the fundamental philosophy of the PROSPECTS Foundation to empower people and groups from all parts of the communities of Hyndburn. We are committed to enabling and encouraging all individuals to play a full part in our organisation and giving all sections of the community the opportunity to benefit from our services.

We recognise, however that some people are, for a range of reasons, sometimes treated unfairly or discriminated against. To stop this from happening in our work the PROSPECTS Foundation aims to be an equal opportunities organisation, both as an employer of staff and as a provider of services. We will do our utmost to remove any barriers which may hinder opportunities.

***In particular we will not treat anyone differently or less fairly because of disability, gender, marital status, sexual orientation, age, race, nationality, religious beliefs, culture or social background.***

We will also make sure that we do not put people or groups at a disadvantage by imposing conditions which are not necessary.

***To progress these commitments into practical action, the PROSPECTS Foundation will:***

Make sure our services are accessible and can be used easily by all people who want to use them

Listen to and value equally what is said by all our members and people to whom we provide a service and ask the opinions of people who are often overlooked

Recognise that inequality exists and so give extra help to people who want or need it so they can play an equal part in our work

Work to change attitudes by not labeling people or treating them as "problems"

Make sure that the projects that we support do not discriminate against staff, volunteers or people who use the service or site

Challenge ways of working which are discriminatory by trying to make the people we work with more aware of Equal Opportunities

In our recruitment and selection procedures ensure that candidates are assessed as objectively as possible against clearly stated criteria which are based directly and clearly on the requirements of the job only

