



## **Equal Opportunities Policy**

### **I Statement of intent**

1. Trade Sexual Health (Trade) is firmly committed to equal opportunities with particular regard to racial, national or cultural grouping, gender, gender identity, class, age, religion, sexuality, marital status, HIV antibody stats, disability or who supports dependants.
2. Trade attempts to work in anti-oppressive ways and is taking steps to make all of its activities anti-oppressive and supportive; and will continue to develop its practice in these areas.
3. The aims of Trade are:
  - To preserve and improve the good health, both physical and mental, of gay and bisexual men resident in the areas of Leicester City, Leicestershire and Rutland in particular they're sexual health and that of their partners and families.
  - To provide health promotion and education with particular emphasis on issues relating to HIV/AIDS and sexual health and to enhance the self-worth, value and care of gay and bisexual men to enable us to live longer, happier, healthier lives.
4. Trade recognises that oppressive attitudes, direct and indirect discrimination and resultant discriminatory behaviour lead to unequal access of communal resources and services.
5. Therefore, opportunities for people and groups to be involved in their communities are restrictive. Trade is committed to becoming more aware of such inequalities and taking positive action to overcome them.
6. The development of this equal opportunities policy is an on-going process, designed to ensure good practice in:
  - Provision of our services

- Internal organisation, including training, selection and recruitment of paid and unpaid staff, and publicity
  - Organising an annual development plan, incorporating a Positive Action Plan
  - Developing positive links with existing and new groups and individuals
  - Developing evaluating and monitoring procedures
7. We recognise our legal responsibilities in relation to the Race Relations Act and Sex Discrimination Act and are committed to implementing them. We are also striving to work within the spirit of legislation affecting people with disabilities.

The Equal Opportunities Policy will need to be reviewed annually. All aspects of the policy are monitored as an ongoing practice. An annual review will be carried out by the management committee.

Name: Veronica Nall

Signed: 

Last Updated: 14/01/2014