



## **Equality and Diversity Statement of the Board**

Thornton Sports are proud of our commitment to eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between people of different gender, age, physical ability, race, religion, belief, sexual orientation, nationality and social class. The company celebrates and values the diversity brought to its community by individuals of all groups and backgrounds.

It is our policy to provide equal opportunities to all who work for Thornton Sports irrespective of gender, race, ethnic origin, disability, age, nationality, national origin, sexuality or marital status. We oppose all forms of unlawful and unfair discrimination.

We will seek positively to remove conditions and barriers which place people at a disadvantage and we will actively promote equality for all.

All staff will be helped and encouraged to develop their full potential within an ethos which reflects the equal status of all members of the Company.

Through this policy we aim to make equality in all relevant aspects central to the way the Company carries out all its functions so that it becomes a central part of its policy making, service delivery and employment practices. In doing this, we believe this will help us to:

- create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, and to challenge and prevent prejudice and discrimination
- attract a motivated and loyal community of staff where everyone is valued
- draw upon the range of skills and different perspectives in the community and play a full part therein
- target action to remove any inequalities
- to ensure equality with external partnerships and contracts.
- to promote a positive attitude towards disabled people and others

- to comply with the main legislations applying to this policy
  - The Sex Discrimination Act 1975
  - The Race Relations Act 1976
  - The Disability Discrimination Act 1995
  - The Human Rights Act 1998
  - The Race Relations Amendment Act 2000
  - The Special Educational Needs and Disability Act 2001
  - The Employment Equality Faith and Belief Regulations 2003
  - The Employment Equality Sexual Orientation Regulations 2003
  - The Disability Discrimination Act 2005
  - The Equality Act 2006
  - The Employment Equality Age Regulations 2006

All line managers and staff are responsible for familiarising themselves with this policy

Any member of staff who feels their line manager is not treating them fairly in accordance with this policy should first try to resolve the matter by discussion, and if he/she is not satisfied with the outcome, take the matter up with their head of department or unit. If he/she is not satisfied with the outcome, the grievance procedure can be used.

Signed:

David Saxby  
**Managing Director**



Dated:

7<sup>th</sup> March 2011.