



## 2.5 Equality Statement

### OCL Equality Statement

#### Introduction and Purpose

Oldham Community Leisure Limited (OCL) is committed to achieving an environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

OCL believes that by understanding the diverse needs of its potential and existing employees and providing an environment which actively opposes and eliminates all forms of discrimination, it will attract and retain a motivated and multi-skilled workforce to provide a quality service. OCL recognises and values the cultural diversity of the borough of Oldham and will seek to ensure that the workforce reflects the wider composition of the community.

OCL's Board of Directors recognise and value people's differences and are fully committed to encouraging diversity, reducing discrimination and accepting the legal and regulatory governance that shape how the trust operates with equality and opportunity for all.

OCL also aims to provide a service that does not discriminate against its customers or service users and believes that all employees and customers are entitled to be treated with respect and dignity.

#### Review, Approvals and Amendments:

This statement is reviewed in line with changes to legislation and the company review timetable.

A handwritten signature in black ink, appearing to read 'J. Woodcock', written over a horizontal line.

Signed: