



Equal Opportunities Policy

BAHE CIC is committed to ensuring that equality is incorporated across all aspects of our development. In doing so, it acknowledges and adopts the following definition of equality:

- Equality is about fairness, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of delivery to ensure it becomes accessible to everyone in society.
- BAHE respects the rights, dignity and worth of every person and will treat everyone equally within the context of their interest, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- BAHE is committed to everyone having the right to enjoy their interest in an environment free from threat of intimidation, harassment and abuse.
- All participants have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- BAHE will deal with any incidence of discriminatory behaviour seriously, according to its disciplinary procedures.
- BAHE is committed to being fully inclusive. We actively encourage families to discuss with us any adaptations that we can put in place to meet individual needs (adult or child) to ensure that all families can participate in our sessions. This may take the form of additional physical, mental, financial or other support.