

## TAMHI Equality Policy

- The future of work is changing fast, and so too are our clients' needs and peoples' expectations of their employers. We know that our people are our biggest strength as a charity and that's why we're focused on helping to empower them to be the best that they can be. We must lead by example.
- We have a responsibility to role model and promote inclusion and equality of opportunity not only internally but also externally, making a positive social impact on the communities in which we work. Transforming our workforce and the way we work requires us to have very diverse talented people, from different backgrounds, people who have different experiences and bring innovation, creativity and a fresh perspective.
- We're committed to improving the diversity of our workforce by building a culture that's genuinely inclusive, a culture that empowers all of our people to thrive and feel they belong at TAMHI this also includes our volunteers.
- This charity is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport Northern Ireland definition of sports equity:
- "Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society."
- The charity respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The charity is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All charity members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The charity will deal with any incidence of discriminatory behaviour seriously, according to charity disciplinary procedures.