



Heroes Centre LTD

Race Equality

POLICY

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POLICY CREATED BY MR. S. GHALIB

Race Equality Policy

Heroes Centre Limited is committed to promoting equality, diversity, and inclusion in all aspects of its operations. As part of this commitment, we have formulated the following Race Equality Policy to ensure that all individuals associated with our organisation are treated with dignity and respect, regardless of their race or ethnicity.

1. Purpose:

This policy aims to:

- Promote a culture of equality and diversity within Heroes Centre Limited.
- Prevent discrimination, harassment, or victimization on the grounds of race or ethnicity.
- Ensure that all individuals, including children, visitors, and staff, are treated fairly and with respect.
- Provide a framework for addressing incidents of racism or racial discrimination promptly and effectively.

2. Scope:

This policy applies to all individuals associated with Heroes Centre Limited, including but not limited to employees, volunteers, contractors, visitors, and children enrolled in our programs.

3. Commitment to Race Equality:

Heroes Centre Limited is committed to:

- Promoting racial equality and celebrating diversity within our organization and the wider community.
- Creating an inclusive environment where everyone feels valued and respected regardless of their race, ethnicity, or cultural background.
- Providing equal opportunities for all individuals to participate in our programs and activities.
- Taking proactive measures to challenge and address any form of racism, discrimination, or prejudice within our organization.

4. Responsibilities:

- Management: The management of Heroes Centre Limited is responsible for ensuring the implementation and enforcement of this Race Equality Policy.
- Staff: All staff members are expected to adhere to this policy and actively contribute to creating an inclusive and welcoming environment.
- Children and Participants: Children and participants are expected to treat others with respect and refrain from engaging in any form of racist behavior or language.

5. Prohibited Conduct:

Heroes Centre Limited prohibits all forms of racism, racial discrimination, harassment, or victimization. This includes, but is not limited to:

- Making derogatory or offensive remarks based on race or ethnicity.
- Excluding or treating individuals differently because of their race or ethnicity.

- Engaging in racially motivated bullying or intimidation.
- Displaying or promoting racist attitudes or ideologies.
- Creating a hostile or discriminatory environment for individuals of a particular race or ethnicity.

6. Reporting and Investigation:

Any incidents or complaints of racism or racial discrimination should be reported to the management of Heroes Centre Limited immediately. All reports will be taken seriously and investigated promptly and impartially. Confidentiality will be maintained throughout the investigation process, and appropriate disciplinary action will be taken against individuals found to have violated this policy.

7. Training and Awareness:

Heroes Centre Limited will provide regular training and awareness programs to all staff members and volunteers to promote understanding and awareness of racial equality issues. This includes training on identifying and challenging unconscious biases, promoting cultural sensitivity, and fostering inclusive practices.

8. Review and Monitoring:

This Race Equality Policy will be reviewed annually to ensure its effectiveness and relevance. Monitoring mechanisms will be implemented to assess the implementation of this policy and to identify areas for improvement.

Heroes Centre Limited is committed to upholding the principles of equality, diversity, and inclusion, and we encourage all individuals associated with our organization to support and uphold this Race Equality Policy.