CREW Heart Support Group (HSG)

Equality and Diversity Policy

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(January 2026)

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NB *CREW promotes local exercise classes which are run by fully qualified, self-employed British Association for Cardiac Rehabilitation (BACR) or Cardiac Phase 4 rehab instructors. These sessions are completely independent of CREW and the instructors have their own policies and procedures.*

CREW aims to improve its services to ensure equality of access for all people with health conditions in Calderdale's communities. CREW is committed to improving the quality of life of people with various health conditions to encourage people to be involved fully in the economic, cultural, social and community life. CREW aims to have a membership that reflects the diversity of talent, experience and skill within our communities.

CREW is committed to ensuring that its members are aware of and observe current equality legislation, in particular the Equality Act 2010. Discrimination is unacceptable and CREW will not tolerate any form of behaviour that discriminates against individuals on the basis of their age, disability, nationality, ethnic or national origin, colour, race, religion or belief, gender, gender identity, sexual orientation, class, marital status or any other unjustifiable grounds.

CREW recognises that 'equal opportunities' does not mean treating everybody the same. Therefore, delivering equal opportunities may involve different treatment or adjustments for some individuals or groups of people to ensure that they have equal access to CREW activities, opportunities and services and are protected from discrimination.

Guiding principles

CREWs ambition for equality and diversity is guided by the following principles:

✓ Everyone has the right to their own distinctive and diverse identities.

✓ Everyone is entitled to a safe environment free from prejudice, harm, discrimination and harassment.

✓ Everyone has a responsibility to promote equality and challenge discrimination and stereotypes.

✓ Everyone should be enabled to take part fully in the life of the community and celebrate its diversity.

✓ Everyone has equal access to high quality services that meet their needs.

✓ Where people may need support, special assistance or adjustments are provided to help them to have equal access to services.

✓ Everyone will be encouraged to make a contribution to improving our services.

Commitment

To ensure this ambition is achieved, CREWs commitment is to be an organisation where:

✓ There is a culture that recognises and positively responds to diversity.

✓ There is leadership on equality and diversity issues within the Partnership.

✓ Consideration of equality and diversity issues are an essential part of all of CREWs functions.

✓ Positive and practical action is taken to ensure CREW achieves these aims.

Updates and revisions
CREW's policy, procedures and guidelines will be reviewed on a regular basis. They are subject to change at any time, based on updated legislation and feedback regarding best practice.

Policy approved by: The Board of Trustees
Date policy approved: 28th Jan 2025
Next review date: 29th Jan 2025