**Who we are**

Halifax Opportunities Trust (HOT) is a registered charity working to make a vibrant multi-cultural and self-sustaining community in Calderdale.

HOT was established in 2000 to create opportunities for people living in the Park Ward area of Halifax. As time has gone on and the charity has grown and strengthened, it has started to work in other areas across Calderdale whilst always retaining a key presence in central Halifax.

Halifax Opportunities Trust is ‘socially enterprising’ which means it delivers contracts and pursues business opportunities as a way of achieving its charitable goals. This way of working means our organisation doesn’t have to rely on donations and grants and we generate most of our income by trading (e.g. the rents we receive from tenants in our buildings; delivering contracts for the council; selling school meals). HOT owns two subsidiary companies (Elsie Whiteley Innovation Centre Ltd and Hanson Lane Enterprise Centre Ltd) which run our two office/unit rental sites.

**Our values and approach**

We are passionate about people at HOT! That includes the people that receive support from us and the people that work and volunteer here. Our ethos is to be an excellent organisation where we care for one another, are enterprising, collaborative and are committed to the people we work with.

We are an equal opportunities employer and do not discriminate on the grounds of gender, sexual orientation, marital or civil partner status, pregnancy or maternity, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age.

We pay the Real Living Wage and have a very low pay ratio of 1:3 between the lowest and highest earners in the charity. Staff and volunteers have various opportunities for career progression, personal development and growth. We also encourage staff to come up with new ideas and projects that meet our charitable objectives. The Trust is a Mindful Employer, which means we take mental health seriously and have implemented various initiatives to support mental well-being across our staff team.

**What we do**

**We help people into employment**

Our team of Employment Advisors work with job seekers to help them move forward, overcome their barriers and find good quality jobs. We pride ourselves on our friendly approach and our ability to understand what local people need to achieve success. This work is often funded by the Department for Work and Pensions and/or European grant aid.

**We support and deliver training and personal development**

HOT provides a range of certified and non-certified training programmes including a range of apprenticeships; employment-related short courses; professional development; English for Speakers of Other Languages (ESOL) and citizenship training.

**We support families through local Children’s Centres and nurseries**

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| Sure_Start_Childrens_Centres_logo[UCC] | The Trust is commissioned to deliver Children’s Centre services across Central Halifax and the Upper Valley areas of Calderdale. The Centres provide a range of community-based activities for families with young children across 11 sites. This includes family support for families with children 0-19 years of age and daycare at 4 nurseries for children 0-4 years of age (all classed as Outstanding by Ofsted!).  |
| C:\Users\alison.haskins\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\DKZW1WGP\LittleGems-Logo (004).jpg | Little Gems Pre-School (based at Hanson Lane Enterprise Centre) provides Early Years education for two year olds entitled to 15 hours of free childcare per week.  |

**Supporting enterprise, business start-up and growth**

HOT supports enterprise through activities at Hanson Lane Enterprise Centre and Elsie Whiteley Innovation Centre. Both facilities offer business accommodation. HOT also offers substantial rental subsidies to start-up businesses based in these premises to encourage and support enterprise. Income from rental of these business and conferencing facilities supports the valuable charitable work of the Trust in other areas.

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|  | Hanson Lane Enterprise Centre offers a mixture of serviced office space and light industrial units suitable for a range of businesses such as caterers, workshops and storage spaces. HOTs employment, training and wellbeing services are all based at Hanson Lane. |
| EWIC-Orange-Square-Logo | Elsie Whiteley Innovation Centre provides space for businesses – new and start-ups; for growing companies; for putting on events; meeting; product launches and training sessions. It is a commercial hub for creativity, innovation, networking and collaboration. It is named after a local female entrepreneur who set up her own fashion label in the 1940s and whose clothes were made in the building before it was converted into the Innovation Centre in 2007 |
| W:\EWIC\Hannah 2016\Logos\Other logos\creative_calderdale_rgb.jpg | HOT runs Creative Calderdale, which is the creative industries’ network for the district. We promote local creative businesses, run networking events and organise exhibitions under the hashtag #IndustryRising |

 **Supporting and promoting health and wellbeing**

Being well and happy is an aspiration that we all have. HOT provides all sorts of activities for local people to enhance their wellbeing, including arts, crafts, healthy eating, volunteering and social groups.

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| C:\Users\alison.haskins\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\DKZW1WGP\OutBack-LOGO-Tagline2.png | The Outback is a unique community kitchen and garden based in the heart of Park Ward. The one hectare site runs on organic and sustainable principles and the thriving garden is packed full of herbs, fruit and veg. There are lots of interesting areas for local children to explore and learn more about the natural environment whilst the straw bale kitchen provides a perfect space for the local community to gather and cook food. Its fully equipped kitchen is available to hire and makes a great venue for cooking courses, training courses, meetings and events. |
|  | In Autumn 2015 the Trust opened two brand new commercial catering kitchens, one certified Halal, one non-Halal, to provide nutritious, healthy meals to local primary schools. We currently supply four schools in Calderdale. |
| W:\EWIC\Marketing 2017\HOT\Staying Well\Staying-Well-logo---blue.jpg | Staying Well offers community, creative and arts activities to adults who may be feeling unhappy or isolated. |