

# Great Ouse Valley Trust - Equality Policy

This policy sets out the commitment of the trustees of Great Ouse Valley Trust to a policy promoting equality in employment opportunity, community involvement and service provision.

The policy applies specifically to equality of opportunity and the promotion of good community relations irrespective of age, ethnicity, gender, religion, sexual orientation or disability. This policy is intended to address equality issues in their widest context and with specific reference to the Equality Act 2010, which seeks to address unlawful discrimination against a person or group of people because of their age, ethnicity, gender, religion, sexual orientation or disability.

Who this policy applies to:

This policy will apply to everyone who receives a service or is contracted to deliver a service for the Great Ouse Valley Trust either as a contractor, supplier, Committee member, volunteer or as a member of staff. Its purpose is to ensure that all are treated with dignity and respect.

The principles that guide this policy are:

- The promotion of a culture of equality of opportunity and diversity within Great Ouse Valley Trust and our community.
- All volunteers and any staff, contract or permanent, will have a duty to comply with and support the policy and to report instances of discrimination to the Chairman at the earliest opportunity.
- Promoting an environment that is free from discrimination, bullying and harassment.
- Taking strong action against direct and indirect discrimination, harassment and victimisation.
- Taking into account equality and diversity when designing and delivering services, adopting policies and in our employment practices.
- Monitoring the composition of our staff, volunteers and committee and in so doing we will be mindful of their composition and aim for these to be reasonably balanced.
- Ensuring that the needs of disabled people are recognised in the provision of services particularly in making areas accessible and free from barriers wherever possible.
- Making reasonable adjustments in relation to the employment of people with disability.
- Providing appropriate training and adequate resources to support these principles.
- Ensuring that legal and regulatory equality and diversity requirements are met.

This policy is effective immediately and will be reviewed annually and amended as necessary to reflect the changes in legislation codes of practice or special issues of local concern.

The Board of Trustees have overall responsibility for the management and revision of this policy.

Date for review: AGM 2020