

# NEWTON AND BYWELL COMMUNITY TRUST

## Equality and Diversity Policy

### 1. Statement of Intent

The Trust recognises that many people in our society experience discrimination or lack of opportunity for reasons which are not fair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, gender reassignment, sexual orientation, age, disability (including mental illness), health, marital status, responsibility for dependants, pregnancy and maternity, appearance, social class, income level or criminal record.

The Trust will challenge discrimination and lack of opportunity in its own policies and practice and will help other organisations and individuals to do the same. This includes direct discrimination, indirect discrimination, discrimination by association and perception, harassment and victimisation. The Trust aims to create a culture that respects and values each other's differences.

### 2. Definition - Discrimination

**Direct discrimination** is treating one person less favourably than another in the same or similar circumstances or segregating them from others solely because, for example, of their sexual orientation or because they have a disability or illness. Refusing to employ someone who has the required skills because they are deaf or are pregnant are other examples of such direct discrimination.

Direct discrimination can also take the form of **abuse** and / or **harassment**. Examples of this are verbal abuse, racist jokes, insensitive comments, unwanted physical contact or sexual advances, ridicule or isolation.

**Indirect discrimination** occurs where there is a requirement or condition which applies equally to everyone but which, in practice, has an adverse impact on a particular group and cannot be justified.

**Victimisation** occurs when a person is treated less favourably or is discriminated against because they have pursued or intend to pursue their rights in respect of alleged discrimination.

Discrimination in any of the forms stated above is unacceptable, regardless of whether there was any intention to discriminate or not.

### 3. In Practice

- All The Trust services and activities are covered by this policy.
- The Trust regards discrimination, harassment, abuse, victimisation or bullying as disciplinary offences.
- The Trust has a grievance policy in place.
- The Trust aims to make its service provision as accessible as possible. The Trust will, for example, make every effort to ensure that its premises are accessible and welcoming for all members of the community. The Trust recognises that there will be occasions when the services it provides will not be fully accessible and will attempt to make special provision in order to overcome any accessibility issues

### 4. Implementation and Monitoring

Monitoring of the Equality and Diversity policy and its implementation is the responsibility of the Board of Trustees.

### 5. The Board of Trustees

All Board members are committed to the Equality and Diversity Policy and review The Trust 's Policies annually, making any revisions or amendments as required.

The Board's membership aims to reflect a fair balance and representation of the local community and endeavours to redress any imbalance of under-represented groups.