

# **EQUALITY, DIVERSITY AND INCLUSION POLICY**

## **1. Introduction**

Blacon Community Trust is committed to promoting equality, diversity, and inclusion in all aspects of its work. We believe that embracing a diverse community enriches our organisation and enhances the quality of our services. This policy outlines Blacon Community Trust's commitment to fostering an inclusive environment where everyone is treated with dignity and respect.

## **2. Purpose**

The purpose of this policy is to:

- Promote equality and prevent discrimination.
- Foster an inclusive environment where diversity is valued and respected.
- Ensure that Blacon Community Trust's services, employment practices, and operations are accessible and equitable.

## **3. Scope**

This policy applies to all trustees, employees, volunteers, beneficiaries, and any other stakeholders associated with Blacon Community Trust. It covers all aspects of Blacon Community Trust's operations, including service delivery, employment, and community engagement.

## **4. Legal Framework**

Blacon Community Trust is committed to complying with all relevant equality legislation, including but not limited to:

- The Equality Act 2010
- The Human Rights Act 1998
- The Public Sector Equality Duty

## **5. Equality and Diversity Principles**

Blacon Community Trust is committed to the following principles:

- **Fairness and Justice:** Treating all individuals fairly and without discrimination based on protected characteristics.
- **Respect and Dignity:** Ensuring that everyone is treated with respect and dignity.
- **Inclusion:** Promoting an inclusive environment where everyone feels valued and supported.
- **Equal Opportunities:** Providing equal opportunities in employment, volunteering, and service delivery.
- **Accessibility:** Ensuring that our services and facilities are accessible to all.

## **6. Protected Characteristics**

Blacon Community Trust is committed to preventing discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

## **7. Responsibilities**

- **Board of Trustees:** The Board of Trustees is responsible for ensuring that Blacon Community Trust adheres to this policy and promotes equality and diversity throughout the organisation.
- **Designated Equality and Diversity Officer:** The Designated Equality and Diversity Officer is responsible for implementing this policy, monitoring its effectiveness, and reporting to the Board of Trustees.
- **All Staff and Volunteers:** All staff and volunteers are responsible for upholding the principles of this policy and ensuring that their behaviour and actions promote equality and diversity.

## **8. Implementation**

To implement this policy, Blacon Community Trust will:

- **Training and Awareness:** Provide training and awareness programs on equality and diversity for all trustees, staff, and volunteers.
- **Policy Integration:** Integrate equality and diversity considerations into all policies, procedures, and practices.
- **Monitoring and Evaluation:** Regularly monitor and evaluate the effectiveness of this policy and make improvements as necessary.
- **Complaints and Grievances:** Establish a clear process for handling complaints and grievances related to discrimination or harassment.

## **9. Training and Awareness**

Blacon Community Trust will provide regular training and awareness programs on equality and diversity to ensure that all trustees, staff, and volunteers understand their responsibilities and are equipped to promote an inclusive environment.

## **10. Monitoring and Evaluation**

Blacon Community Trust will regularly monitor and evaluate the effectiveness of this policy by:

- Collecting and analysing data on diversity within the organisation.

- Seeking feedback from stakeholders on the implementation of the policy.
- Reviewing and updating the policy as necessary to reflect changes in legislation or best practices.

### **11. Complaints and Grievances**

Blacon Community Trust is committed to providing a safe and supportive environment where individuals can raise concerns or complaints about discrimination or harassment without fear of reprisal. Complaints will be handled promptly, fairly, and confidentially in accordance with Blacon Community Trust's complaints procedure.

### **12. Review and Update**

This policy will be reviewed annually by the Board of Trustees to ensure its effectiveness and compliance with current legislation. Any necessary updates will be made and communicated to all stakeholders.

### **13. Approval**

This Equality, Diversity and Inclusion Policy was approved by the Board of Trustees on 25<sup>th</sup> September 2024.