

# **CARRADALE COMMUNITY TRUST**

## **DIVERSITY & EQUAL OPPORTUNITIES POLICY**

### **1. Policy Statement**

Carradale Community Trust (the Trust) is committed to supporting, developing and promoting diversity and equality in all of its activities and aims to establish an inclusive culture free from discrimination and based on the values of fairness, dignity and respect. The Trust will provide everyone with access to facilities, personal and development opportunities on an equal basis regardless of race, national or ethnic origin, disability, age, gender, sexual orientation, transgender identity or religion/belief.

This policy builds on the foundation of equality and anti-discrimination legislation and strives, not only to comply with legal requirements, but to use these to ensure that the Trust endeavours to exemplify best practice.

The Trust values diversity and recognises that the organisation is greatly enhanced by the different range of backgrounds, experiences, views, beliefs and cultures represented within its membership and amongst its Trustees. The Trust aims to embrace diversity in all of its activities and acknowledges that variety and difference are intrinsic to the success and future development of its business.

The Trust expects all contractors to act in accordance with this Policy.

### **2. Aim**

The aim of this Policy is to build a fully inclusive organisation. This will be achieved by:

- Making the best use of the range of talent and experience available
- Building a culture that encourages dialogue
- The Trustees and Members fulfilling their legal obligations

### **3. Principles**

The principles of the diversity and equal opportunities policy are:

- to develop and promote a culture of diversity and equality throughout the organisation;
- to develop and promote a culture of fairness, integrity and dignity;
- to provide support, regardless of race, national or ethnic origin, age, disability, gender, sexual orientation, gender reassignment, religion or belief;
- to prevent all forms of unlawful discrimination;

- to deal with all forms of discrimination consistently, promptly and effectively;
- to ensure that the Diversity and Equality policy influences and informs the culture of the Trust.

#### **4. Scope**

The policy applies to all applicants for posts with the Trust, to all staff employed on a full time or part-time basis, on permanent or temporary contracts, to agency staff and contractors.

#### **5. Legislative Framework**

This Policy is underpinned by legislation, which places individual responsibilities on Trust users/visitors as well as the Trust, this includes:

- Human Rights Act 1998
- The Civil Partnership Act 2004
- The Gender Recognition Act 2004
- The Equality Act 2006
- Equality Act 2010

The above list is not exhaustive and will be reviewed regularly.

Under the above Equality legislation it is unlawful to:

- discriminate directly against anyone and treat him/her less favourably than others because of a protected characteristic they have or are thought to have (perception discrimination), or because they associate with someone who has a protected characteristic (discrimination by association ).;
- discriminate indirectly against anyone by applying a criterion, provision or practice which particularly disadvantages people who share a protected characteristic;
- subject someone to harassment related to a relevant protected characteristic (pregnancy and maternity and marriage and civil partnership are excluded);
- victimise someone because s/he has made, or intends to make, a complaint or allegation or has given or intends to give evidence in relation to a complaint of discrimination;
- discriminate against someone in certain circumstances because of a protected characteristic after the working relationship has ended.

The protected characteristics are:

- age
- disability
- gender

- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

## **6. Definitions**

### Equal Opportunities

Equal opportunities is a principle that emphasizes that opportunities in employment, education and other areas are available to all. Equal Opportunities in particular relates to a Legal Framework, which makes it illegal to discriminate against people because of a protected characteristic they have.

### Diversity

Diversity is a broader concept that builds upon the progress made through equal opportunities. Everyone is different and diversity is about recognising, respecting and valuing the differences we each bring.

Equal opportunities and diversity work together by identifying and addressing any inequalities and barriers faced by people and by valuing, learning and benefiting from the diverse cultures in society.

### Direct Discrimination

Direct discrimination occurs when an individual is treated less favourably than another because of a protected characteristic they have.

### Discrimination by association

This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

### Perception discrimination

This is direct discrimination against an individual because others think they possess a protected characteristic. It applies even if the person does not actually possess the protected characteristic.

### Indirect Discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied universally, but its effect disadvantages people who share a protected characteristic.

## Harassment

Harassment is uninvited and unwanted behaviour related to a protected characteristic and makes a person feel intimidated or humiliated.

## Victimisation

Victimisation is where someone is treated less favourably because they have made a complaint about discrimination or harassment or have given evidence relating to a complaint.

## **7. Responsibilities**

It is essential that all Members and Trustees of the Trust behave with dignity, courtesy and respect and to act in a non-discriminatory manner at all times.

## **8. Policy Review**

This policy will be reviewed at regular intervals to ensure it remains in line with legislation and the Trust's organisational principles and objectives.

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This policy document was adopted by the Trust at a Board meeting  
on 19 September 2018