

# **Lady Altrincham Tormarton Village (LATV) Pond Trust**

## **Equality and diversity policy**

### **Introduction and aims of the policy**

LATV Pond Trust (the Trust) recognises and values people's differences and is unreservedly opposed to any form of discrimination on the grounds of Protected Characteristics as defined in the Equalities Act 2010; these are,

1. age
2. disability
3. gender reassignment
4. marriage or civil partnership
5. pregnancy and maternity
6. race
7. religion or belief
8. sex
9. sexual orientation

This policy is designed to ensure that the Trust complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly.

The Trust aims to ensure that;

- all volunteers are treated fairly and with respect in all their dealings with the Trust
- all volunteers and visitors to the conservation area the Trust is responsible for have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour. Such behaviour may come from other volunteers or by people (third parties) who are not associated with the Trust
- all volunteers have an equal chance to contribute irrespective of any defining feature that may give rise to unfair discrimination
- all volunteers have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.

## **Scope of the policy**

The policy applies to **all** members of the Trust's management committee including the Chair, Secretary and Treasurer and members of the public visiting the conservation area the Trust is responsible for managing.

## **Responsibilities**

It is the responsibility of the Chair of the committee to develop and lead the implementation of the equality and diversity policy.

Responsibility for approving the policy and monitoring that it is being followed rests with the management committee.

Volunteers working for the Trust have a duty to act within this policy, ensure it is followed and to draw attention to any suspected discriminatory acts or practices.

## **Implementation of the policy**

All volunteers will be involved in creating an equality environment and one that values diversity.

## **Communications**

The policy will be communicated to volunteers during their induction programme when they first join the management committee and by having equality and diversity as a standard agenda item for the bi-annual meetings of the management committee. It will also be published on the Tormarton Village website alongside the Chair of the Trust's contact details.

## **Users of our service**

We have made the conservation area the Trust is responsible for accessible by:

- Installing a ramp so that wheelchair users can access the seating area
- Providing seating
- Ensuring that venues used for fund raising events are accessible

## **Reporting discrimination/potential discrimination**

Volunteers who feel that they have suffered any form of discrimination or harassment while working for the Trust should raise the issue with the Chair of the management committee.

Members of the public who feel that they have suffered any form of discrimination or been subjected to harassment whilst visiting the area the Trust is responsible for should also contact the Chair of the management committee.

The Trust will not tolerate any harassment from third parties towards its volunteers or visitors and will take appropriate action to prevent it happening again.

If a volunteer witnesses behaviour that they find offensive in relation to age, marriage or civil partnership, pregnancy and maternity, disability, gender reassignment, race, religion or belief, sex or sexual orientation, even if it is not directed at them they should report the incident to the Chair of the management committee.

### **Monitoring and review**

This policy will be monitored to judge to what extent it is working and identify areas for improvement through discussions at bi-annual management committee meetings.

This policy will be reviewed every two years by the management committee to ensure that it remains up to date and reflects the needs and practices of the organisation.

The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.

Date of adoption of policy 29/05/2020

Date of next review 01/10/2020