



Equal Opportunities Policy – June 2021

1 Introduction

- 1.1 Transom Trust acknowledges that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.
- 1.2 Transom Trust acknowledges the statutory requirements laid down in the following Acts & Regulations:
- Equal Pay Act 1970;
 - Rehabilitation of Offenders Act 1974;
 - Sex Discrimination Act 1975;
 - Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
 - NHS Community Care Act 1990;
 - Disability Discrimination Act 1995;
 - Asylum & Immigration Act 1996;
 - Human Rights Act Nov 1998;
 - Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.
- 1.3 Transom Trust also accepts that it should support and contribute to the wider process of change in society – ie: through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.
- 1.4 Transom Trust is committed to taking positive steps to ensure that:
- all people are treated with dignity and respect, valuing the diversity of all;
 - equality of opportunity and diversity is promoted;
 - services are accessible, appropriate and delivered fairly;
 - the mix of its volunteers, staff and trustees reflects its local community;
 - Service Users are encouraged to give feedback to the Trust on how it can improve the charity's operations and the services it provides.

2 Policy

- 2.1 This policy applies to all trustees, staff, volunteers and service users. Transom Trust:
- recognises, respects and values diversity in its Trustees, employees, volunteers and service users;
 - has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for Transom Trust.

Commitment

- 2.2 Equality and diversity are central to the work of Transom Trust.

2.3 Transom Trust will aim to:

- treat all people with dignity and respect, valuing the diversity of all;
- promote equality of opportunity and diversity;
- eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the charity's purpose and aims;
- tackle social exclusion, inequality, discrimination and disadvantage.

2.4 For this policy to be successful, it is essential that everyone involved with Transom Trust is committed to and involved in its delivery. The Trust is committed to working towards a just society free from discrimination, harassment and prejudice; and aims to embed this commitment in all its policies, procedures, day-to-day practices and external relationships.

Aims

2.5 Transom Trust aims to:

- provide services that are accessible according to need;
- promote equality of opportunity and diversity in volunteering, employment and development;
- create effective partnerships with all parts of our community.

Objectives

2.6 Transom Trust's objective is to realise its standards by:

- sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;
- recognising and valuing the differences and individual contribution that all people make to Transom Trust;
- challenging discrimination;
- providing fair resource allocation;
- being accountable.

3 Procedures

Responsibility for Implementation

3.1 This policy covers the behaviour of all people volunteering or employed with Transom Trust, or using the Trust's services, and sets out the way they can expect to be treated in turn by Transom Trust. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and staff.

Method of Implementation

3.2 Transom Trust intends to implement this policy by:


- ensuring that it is a condition of paid employment with Transom Trust;
- ensuring that Trustees, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- actively encouraging Trustees, staff and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- monitoring the services, publicity and events provided by Transom Trust, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

3.3 Transom Trust has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Trustees will review the policy annually.

Approved at Trustees meeting on: 09/06/21

Signature (on behalf of Sue Worthing, Chair of Trustees):

A handwritten signature in black ink, appearing to read 'Sue Worthing', is written over a light blue horizontal line.

Date: 09/06/21

Next review date: 09/06/23