



Lyvennet Community Trust

Equal Opportunities Policy

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Approved by

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**Our values and
commitmentLast revision
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Chair

Board

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Equal Opportunities are fundamental to everything the Lyvennet Community Trust does. The Trust believes that every individual is valuable, and that everyone should have equal access to society's opportunities and resources.

In achieving our objectives, the Trust is committed to:

- acting openly, fairly and without prejudice as an employer and as a service provider
- promoting equality by reaching out to disadvantaged groups of people
- promoting and celebrating cultural diversity

This policy sets out the main ways that we aim to live up to these values and fulfil these commitments.

Preventing discrimination

We will respond openly, fairly and without prejudice to all people who wish to take up the opportunities we have to offer both as an employer, landlord and community support organisation. In making decisions and carrying out our work we will not discriminate against anyone on the basis of their:

- age
- colour
- disability
- employment status
- income level
- gender
- housing status
- marital or relationship status
- race
- religion
- sexuality
- any other unfair grounds that derive from a person's social status or identity

Promoting equality

In developing the community services we offer we will take various factors into account – especially the views, needs and capacity of our sponsors, partner organisations and service users.

Celebrating cultural diversity

While working against the unjust differences created by social exclusion, we embrace the fact that our society includes rich differences in culture, belief and social identity. We welcome this kind of diversity in all our work.

Unacceptable behaviour

There are some varieties of belief and expression that we do not support. We will do everything in our power to challenge views that are inconsistent with equal

opportunities. This means stereotypes of particular groups of people, and views that are prejudiced, degrading or offensive.

We will not employ staff, volunteers or trustees who hold or express views of this kind, nor will we work with organisations that are opposed to equal opportunities.

As a service provider

We will take equal opportunities into account when making management and policy decisions, including:

- considering accessibility issues in project planning – eg timing of projects to avoid religious festivals,
- physical accessibility of venues for wheelchairs and children’s pushchairs
- wherever possible encouraging participants in the planning and running of our activities
- helping project partners to support the involvement of particularly disadvantaged people, eg working in cooperation with their interpreters for people who do not speak English, signers for deaf participants,
- support workers for people with severe learning or physical difficulties
- seeking advice and support from specialists, where appropriate, to meet particular needs
- making no assumptions about people’s abilities
- valuing everyone’s involvement and, if necessary, finding imaginative ways to engage people with additional needs
- challenging remarks or behaviour that are discriminatory, and excluding people from participation in extreme cases where other participants are offended or sidelined

Evaluation and monitoring

The Trust is committed to reviewing this policy and improving our practice in the light of information and experience.