

# **Midhurst Town Trust – Equal Opportunities Policy**

## **Aims**

1. Midhurst Town Trust recognises that in our society power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
2. The Midhurst Town Trust also recognises that where direct or indirect discrimination occurs within the Trust, it is both morally and legally unacceptable.
3. The purpose of the Equal Opportunities Policy is to set out clearly and fully the positive action the Trust intends to take to combat direct and indirect discrimination in the organisation, the services it provides and in its relationships with other bodies.
4. In adopting this Equal Opportunities Policy, Midhurst Town Trust is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

## **Code of Practice**

1. The group will take action to ensure that group activities and events are open and welcoming to everybody entitled to become a member.
2. We aim to make our meetings and events accessible to people with disabilities – e.g. provide transport, meet in accessible premises, provide sign language interpreters and produce information in large print.
3. All members of the Trust, will undertake to comply with and implement this policy.
4. Members who have experienced discrimination can make complaints to the co-ordinator, who is present at all weekly meetings. If the co-ordinator is unable to resolve the complaint, it will be referred to the Management Committee.

## **Code of Conduct**

1. People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability and age.
2. At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
3. No one will be harassed, abused or intimidated on the ground of his or her race, sex, age, nationality or sexual orientation. Incidents of harassment will be taken seriously.

## **Review**

This policy will be reviewed in November 2024 and approved by the Board of Trustees.

Date this policy was approved by the Board of Trustees: 16<sup>th</sup> November 2021