



# **Marsden Community Trust Equality Policy**

November 2024

Review date: November 2027

Marsden Community Trust is a company limited by guarantee and a registered charity.  
Company Number 09392970 Charity Number 1168910

## **Marsden Community Trust Equality Policy**

'Equal opportunity' is the right of everyone to have equal chances, and of each individual to be respected for who they are.

Marsden Community Trust (the 'Trust') welcomes the statutory requirements laid down in the Equalities Act 2010;

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>

<https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>

The Trust recognises that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

The 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 to all;
- the mix of its employees, volunteers and trustees reflects, as far as possible, the broad mix of the population of its local community;
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

### **Policy**

This policy statement outlines the commitment of the staff, Trustees and volunteers to ensure that equality of opportunity is available to all members of the Marsden Mechanics (MM) community.

These include:

- Customers
- Volunteers
- Visitors
- Trustees
- Trust Members
- Staff

### **Why have this policy?**

The Trust recognises, respects and values diversity in its Trustees, employees, volunteers and service users. The Trust 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 the Trust.

Equal opportunities permeate all aspects of MM life, and are the responsibility of every member of the MM community.

This policy covers the behaviour of all people employed or volunteering in The Charity or using the services and sets out the way they can expect to be treated in turn by the Trust. The overall responsibility for ensuring adherence to and implementation of this policy lies with all individuals within the MM community. The responsibility for keeping the issue of equal opportunity at a high level of priority at all times and in all areas, is that of the Chair of the Board.

All members of the MM community should be aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

- Ethnicity
- Gender (including Transgender)
- Social background
- Ability/Disability
- Beliefs
- Age
- Marital status
- Nationality/Citizenship
- Sexual orientation.

In the context of the MM, we feel the most appropriate definition is that:

Equal opportunity is the right of everyone to have equal chances, and each individual is respected for who they are.

### **Aims**

The 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.

### **Method of Implementation**

The Charity intends to implement this policy by:

- Ensuring that it is a condition of paid employment in the Trust;
- Ensuring that Trustees, the board,, 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 the 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.

### **Ethos and Atmosphere**

At Marsden Mechanics, we are aware that those involved in the leadership of the MM community are instrumental in demonstrating mutual respect between all members of the MM community.

- There should be an 'openness' of atmosphere which welcomes everyone
- Staff and volunteers are encouraged to greet visitors with friendliness and respect
- The displays around the building are of high quality and reflect diversity across all aspects of equality of opportunity
- Meetings and materials produced must not include explicitly or implicitly racist, sexist, homophobic or ageist materials. Our materials seek to promote all areas of equality

### **Language**

We recognise that it is important at MM that all members of the community use appropriate language which:

- does not transmit or confirm stereotypes
- does not offend
- creates and enhances positive images of particular groups identified at the beginning of this document
- creates the conditions for all people to develop their self esteem
- uses correct terminology in referring to particular groups or individuals

### **Harassment and Bullying**

It is the duty of the Trust to challenge all types of discriminatory behaviour e.g. unwanted attentions (verbal or physical), unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, gender or transgender.

### **The Wider Community**

We wish to affirm our continuing commitment to reach out to other diverse groups within our immediate community and beyond.

### **Monitoring and Review**

The 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 Chair of the Board is responsible for coordinating the monitoring and evaluation of the policy. He/she will be responsible for leading discussions in designated meetings to discuss issues of equal opportunities within the community.