



## Equal Opportunities

### Introduction

The Land of Oak & Iron Trust (LOIT):

Recognises 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.

LOIT is committed to compliance with all relevant and current statutory requirements.

LOIT accepts that it has moral and social responsibilities that go beyond the provisions of the above-mentioned statutory requirements, 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.

**LOIT 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;
- activity and information resources are accessible, appropriate and delivered fairly to all;
- the mix of its volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- dis-advantaged sections of the community are encouraged to participate in the activity and information resources provided by LOIT.

### Policy

This policy applies to all Trustees, volunteers, management committee members and users, and is available to the general public.

## Commitment

Equality and diversity are held in high regard and recognised as important to the work of LOIT.

LOIT will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will seek to 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 purpose in view.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

These guidance notes may be used as a checklist to help you audit your supervision practice, and help you to get the best out of the volunteering experience, both as a supervisor and volunteer.

## Aims:

LOIT aims to:

- Provide activity and information resources that are accessible to the community;
- Promote equality of opportunity and diversity in volunteering and development;
- Create effective partnerships with all parts of our community.

## Objectives:

LOIT's objective is to realise its standards by:

- Setting standards that achieve our goals, promoting those standards to our volunteers and reviewing as and when necessary, at least annually;
- Working together with the community to provide accessible and relevant activity and information resource provision that responds to users' needs;
- Ensuring, as far as possible that volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- Responding to volunteer's needs and encouraging their development to increase their contribution to effective activity and information resource delivery;
- Recognising and valuing the differences and individual contribution that all people make to LOIT;
- Challenging discrimination;
- Providing fair resource allocation;
- Being accountable.

## *Why have this policy?*

LOIT recognises, respects and values diversity in its Trustees, volunteers and resource users.

LOIT has this policy because it is a people-led organisation that aims to meet the needs of the community through fair and appropriate employment and development of the people who volunteer for LOIT.

## **PROCEDURES**

### *Responsibility for Implementation*

This policy covers the behaviour of all people volunteering in LOIT or partaking in the activity and information resources and sets out the way they can expect to be treated in turn by LOIT. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and the management committee.

### *Method of Implementation*

LOIT intends to implement this policy by:

- Ensuring that Trustees, Management committee, volunteers and users are made aware of this policy and the aim for it to be implemented in all LOIT activities;
- All volunteers will be made aware of and given access to this policy as part of their induction;
- Actively encouraging Trustees, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- Monitoring the activity and information resources, publicity and events provided by LOIT, 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 made available to all sections of the community.

### *Reviewing*

LOIT has a commitment to reviewing the effectiveness of all policies and procedures on at least an annual basis or as changes in legislation or circumstances require.

Adopted: July 2020

Reviewed: March 2024

Next Review: May 2025