



## **Colerne Community Land Trust**

### **DRAFT Equal Opportunities Policy**

1. CCLT recognises that we live in a society where discrimination still operates to the disadvantage of many groups in society. We are committed to equal opportunities and non-discriminatory procedures and practices. This will be reflected through the way we manage the organisation and how we provide services to the community.
2. Our policy aims to ensure that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities in the forms of discrimination covered by the Equality Act 2010 grounds by virtue of gender, race, class, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation or political beliefs or ex-offender status as defined by the Rehabilitation of Offenders Act 1974. This policy ensures that those who may be beneficiaries of CCLT activity are protected from discrimination.
3. CCLT welcomes diversity amongst its members and the Board of Directors recognizing the contributions that can be made by individuals from a wide range of backgrounds. All members of the community will be treated with dignity and respect.
4. Promoting and maintaining equal opportunities is the responsibility of everyone, although it is recognised that the Board of Directors have additional responsibilities to ensure that the policy is carried out. All members are expected to support and implement the equal opportunities policy.
5. All complaints will receive prompt attention. The Chair and two other officers or Board members will conduct an enquiry into complaints. In the case of a complaint against the Chair, two nominated board members and a relevant outsider will conduct the enquiry.
6. The policy will be reviewed annually.

Approved at CCLT meeting on: \_\_\_\_\_

Review date: \_\_\_\_\_

Signature:

Date: