

# CHAFT Equal Opportunities Policy

**CHAFT** is committed to encouraging equality, diversity and inclusion among our Trustees and Volunteers.

CHAFT – in providing facilities - is also committed against unlawful discrimination of the public.

## Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our Charitable Trust and its partners in the Community.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage or civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation

## Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in our Charitable Trust.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all Trustees and volunteers are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow Trustees, volunteers, the public and any others in the course of the organisation's activities.
5. Make decisions concerning the appointment of Trustees based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)

May 2023

