



*St. KYNEBURGHA BUILDING PRESERVATION TRUST (the "Trust")*

Equal Opportunities Policy

1. The Trust welcomes the diversity of gender, ages, abilities, ethnic origin, faiths and cultures of the people who make up our society.
2. It is a fundamental principle of the Trust's policies that all people should be valued regardless of their economic circumstances, sex, age, disabilities, culture, ethnicity, language (including British Sign Language), religion or sexual orientation.
3. The Trust is committed to promoting equality of opportunity for all people particularly those who are:
  - Trustees and Members of the Trust
  - Helpers and Friends who support the Trust
  - Anyone and any firm contracted to undertake work on behalf of the Trust.
4. The Trust believes that the equality of services is enhanced when the make up of the Trustees, Members and Helpers reflects that of the population served.
5. The Trust will seek to ensure equal opportunities through:
  - ensuring that events and projects are equally accessible and relevant to the needs of different client groups
  - appropriate recruitment methods are used when selecting members and letting of contracts to suppliers of goods and services
  - publicity for and access to services in relevant languages and formats where necessary.



6. The Trust will monitor performance in these areas by the most appropriate means.
7. Progress on implementing the Statement will be monitored on a regular basis.

*Monitoring*

The policy will be reviewed by 31<sup>st</sup> July 2018 by the Trustees and the Safeguarding Lead Person and repeated every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as a result of any other significant change or event.
- Nest review date by July 2021

*Dated: 31<sup>st</sup> July 2019*