



St. KYNEBURGHA BUILDING PRESERVATION TRUST (the “Trust”)

Equal Opportunities Policy

The Trust is committed to encouraging equality, diversity and inclusion among our society, and eliminating unlawful discrimination.

The aim is to be truly representative of all sections of society and our Trustees, Members of the Trust, Helpers and Friends who support the Trust and anyone contracted to undertake work on behalf of the Trust, to feel respected and able to give their best.

The policy’s purpose is to:

- provide equality, fairness and respect for all in our society
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

The society commits to:

- Encourage equality, diversity and inclusion in the society as they are good practice and make sense
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes training Trustees, Members, Helpers and Friends about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include conducting themselves to help the Trust provide equal opportunities in the society, and prevent bullying, harassment, victimisation and unlawful discrimination.

- Make opportunities for training, development and progress available to all, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the society.



- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the society regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

- ensuring that events and projects are equally accessible and relevant to the needs of different client groups
- publicity for and access to services in relevant languages and formats where necessary.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow Trustees, Members, Helpers and Friends, and any others in the course of the society's activities.

The equality, diversity and inclusion policy is fully supported by the Trustees and was established and agreed on 28 September 2021 and will be reviewed every three years or in the event of

- Changes in legislation and/or as a result of government guidance or
- As a result of any other significant change or event.

Next review due September 2027

Antonia Pounsett
On behalf of Trustees of St Kyneburgha Building Preservation Trust
24 September 2024