



The Adnams Community Trust Equality and Diversity Policy

1 Introduction

- 1.1 The Adnams Community Trust ('The Trust'), works to promote equal opportunities through its activities. This equality of opportunity and diversity applies to trustees and grant applicants.

2 Statement of policy

- 2.1 The Adnams Community Trust is committed to creating an inclusive, safe and welcoming operating environment for trustees and grant applicants. The Trust will not tolerate discrimination on any grounds, specifically where it is based upon a person's age, religion or belief, sexual orientation, disability, gender, gender reassignment, race, pregnancy and maternity, or civil partnership as set out in the Equalities Act 2010.
- 2.2 The Adnams Community Trust acknowledges that society is diverse in race, culture, beliefs, mental and physical abilities, sexual orientation, income, age and religion or belief. The Trust is committed to opposing all forms of direct or indirect discrimination through its work.

3 Grant applicants

- 3.1 The Trust will seek to be well informed on local needs, issues and priorities to ensure that its work is as sensitive and open as possible to the diverse interest and priorities grant applicants.
- 3.2 All grant applications will be considered against the same objective criteria.

4 Trustees

- 4.1 The Adnams Community Trust appoints trustees in line with guidelines set out in its Trust Deed. No individual will be excluded from being a trustee for any of the reasons set out above.
- 4.2 An annual review of trustee skills will be carried out and areas of skill deficit identified. Where these exist the board of trustees will take steps to fill this deficit in line with point 2.1.

5 Responsibilities

- 5.1 Responsibility for implementing and monitoring this policy falls to the board of trustees.

6 Complaints

- 6.1 Any trustee, donor or grant applicant who feels that he or she has been unfairly treated or discriminated against can raise the matter through the Trust's Complaint's Procedure.

7 Review

- 7.1 This policy will be reviewed by the trustees on an annual basis.