

# CULBOKIE COMMUNITY TRUST

[www.culbokiect.org](http://www.culbokiect.org)

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## Equality, diversity and inclusion policy

**Culbokie Community Trust** is committed to encouraging equality, diversity and inclusion among our members and volunteers, and eliminating unlawful discrimination.

The aim is to be truly representative of all sections of society and our community, and for each member/volunteer to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is moreover committed to prevent discrimination in the wider community and to maximise opportunities to promote equality, diversity and inclusion. Our goal is for a community in which every single person feels valued and achieves their aspirations.

### Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all those involved in the work of the Trust.
2. 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
  - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
  - dealing with grievances and discipline

## Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion as they are good practice.
2. 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 involved are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, volunteers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken.

4. Make opportunities for training and development available to all members and volunteers as appropriate.
5. Monitor and assess 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.

## Agreement to follow this policy

**The Equality, Diversity and Inclusion policy is fully supported and agreed by the Board on 6<sup>th</sup> March 2024.**

## Our disciplinary and grievance procedures

Details of the organisation's grievance and disciplinary policies and procedures can be found on Culbokie Community Trust Ltd website at [www.culbokiect.org/cctpolicies](http://www.culbokiect.org/cctpolicies) This includes with whom a member/volunteer should raise a grievance.

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