



Marsden Community Trust Equality Policy

April 2019

Review date: April 2020

Marsden Community Trust is a company limited by guarantee and a registered charity.
Company Number 09392970 Charity Number 1168910

Marsden Community Trust Equality Policy

'Equal opportunity' is the right of everyone to have equal chances, and of each individual to be respected for who they are.

Introduction

This policy statement outlines the commitment of the staff, Trustees and volunteers to ensure that equality of opportunity is available to all members of the Marsden Mechanics (MM) community.

These include:

- Customers
- Volunteers
- Visitors
- Trustees
- Trust Members
- Staff

Equal opportunities permeate all aspects of MM life, and are the responsibility of every member of the MM community.

The implementation of the policy is the responsibility of all individuals within the MM community. The responsibility for keeping the issue of equal opportunity at a high level of priority at all times and in all areas, is that of the Chair of the Board.

All members of the MM community should be aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

- Ethnicity
- Gender (including Transgender)
- Social background
- Ability/Disability
- Beliefs
- Age
- Marital status
- Nationality/Citizenship
- Sexual orientation.

In the context of the MM, we feel the most appropriate definition is that:

Equal opportunity is the right of everyone to have equal chances, and each individual is respected for who they are.

Ethos and Atmosphere

At Marsden Mechanics, we are aware that those involved in the leadership of the MM community are instrumental in demonstrating mutual respect between all members of the MM community.

- There should be an 'openness' of atmosphere which welcomes everyone
- Staff and volunteers are encouraged to greet visitors with friendliness and respect
- The displays around the building are of high quality and reflect diversity across all aspects of equality of opportunity

- Meetings and materials produced must not include explicitly or implicitly racist, sexist, homophobic or ageist materials. Our materials seek to promote all areas of equality

Language

We recognise that it is important at MM that all members of the community use appropriate language which:

- does not transmit or confirm stereotypes
- does not offend
- creates and enhances positive images of particular groups identified at the beginning of this document
- creates the conditions for all people to develop their self esteem
- uses correct terminology in referring to particular groups or individuals

Harassment and Bullying

It is the duty of the Trust to challenge all types of discriminatory behaviour e.g. unwanted attentions (verbal or physical) unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, gender or transgender.

The Wider Community

We wish to affirm our continuing commitment to reach out to other diverse groups within our immediate community and beyond.

Monitoring and Review

The Chair of the Board is responsible for coordinating the monitoring and evaluation of the policy. He/she will be responsible for leading discussions in designated meetings to discuss issues of equal opportunities within the community.