

**EQUALITY POLICY STATEMENT**

**Jan 2019**

**Vrs. 02 (JB)**

**Equality Policy Statement**

The Isle of Wight Gardens Trust is committed to ensuring that we promote equality of opportunity in discharging all our charitable objectives. We are fair, equitable and recognise and value the differences in all our activities and with all people that we engage with. All areas of our work operate without discrimination and aim to be inclusive of the nine protected characteristics making reasonable adjustments when required.

The nine protected characteristics which we consider in all our activities are as follows:

* ***Gender***
* ***Age***
* ***Sexual orientation***
* ***Religious belief***
* ***Disability***
* ***Marriage or civil partnership***
* ***Pregnancy or maternity***
* ***Race***
* ***Gender reassignment***

At all times we will seek to recognise the importance of diversity and in doing so we will undertake Equality Impact Assessments to respond appropriately.

At all times in our work we will promote an environment free from discrimination, bullying and harassment and tackle any behaviour which is in breach of this.

**Responsibility**

The Management Committee (Trustees) has the overall collective responsibility for the effective operation of this policy. In addition, all Trustees and volunteers have a duty as part of their involvement with the Isle of Wight Gardens Trust to do everything they can to ensure that this policy works in practice.

This Equality Policy Statement will be regularly reviewed (at least annually). Where any evidence is found of ineffectiveness, immediate remedial action will be taken.

**Policy Enforcement**

All incidents of direct discrimination will be dealt with under our published complaints procedure.

Incidents of indirect discrimination will be investigated to determine whether they should be dealt with under the complaints procedure.

Incidents of victimisation or harassment will be dealt with in accordance with the Isle of Wight Gardens Trust complaints procedure. Where such incidents are proven the matter will then be dealt with by the Management Committee.

Any member of the Management Committee (Trustee) or volunteer of the Isle of Wight Gardens Trust found to be in breach of this policy will be counselled on their actions and may, where necessary, be asked to leave the Isle of Wight Gardens Trust.

**Monitoring**

We as an organisation recognise that the collection of information is vital to help us to understand how we can improve our performance. Records will be kept of any identified breaches.

Our policies and procedures are reviewed on a regular basis (at least annually) and assessed for effectiveness.

**Signed: ­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Review Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Vrs.01 JB**

**Equality Impact Assessment Template**

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| --- |
| **Template Assessors name**  |
| **Date of assessment**  |
| **Activity being reviewed**  |
| **Objective of activity**  |
| **Has any work been previously undertaken that recognises that inequalities exist?**  | **If yes, what action was undertaken following the previous assessment**  |
| **Will the work that is to be undertaken have a negative impact on any of the following nine protected characteristics?** * Gender
* Age
* Sexual orientation
* Religious belief
* Disability
* Marriage or civil partnership
* Pregnancy or maternity
* Race
* Gender reassignment
 | **If yes, indicate here which characteristic(s) may be affected, how, and what action will be taken to mitigate the impact**  |
| **Signed**  |
| **Dated**  |