

Dunvegan Community Trust SCIO

Equality, Diversity and Inclusion Policy

Dunvegan Community Trust is committed to encouraging equality, diversity and inclusion among the organisation, its members and volunteers, and eliminating unlawful discrimination. The aim is for the Trust to be truly representative of all sections of society and our community, and for each employee and member to feel respected and able to give their best. Dunvegan Community Trust - in providing services and/or facilities - is also committed against unlawful discrimination of users or the public.

The policy's purpose is to:

- Provide equality, fairness and respect for everyone we contractually engage, our members and volunteers.
- Not unlawfully discriminate against protected characteristics in the Equality Act 2010 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. This includes pay and benefits, terms and conditions of contracts and volunteering, dealing with grievances, dismissal, and selection for employment, promotion, training or other developmental opportunities.

Dunvegan Community Trust commits to:

- Encourage equality, diversity and inclusion in the organisation as they are good practice and make business sense.
- Create a working and volunteering 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.
- Training volunteers and contractors about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include contractors and volunteers conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by contractors, volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's activities.
- Deal with such acts as misconduct under the organisation's grievance policy, and take appropriate action. Particularly serious complaints could amount to gross misconduct and even lead to expulsion from the organisation or the termination of contracts. Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- Make opportunities for training, development and progress available to all contractors and trustees and other volunteers, 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 organisation.
- Review practices and procedures concerning procurement and volunteering 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 committee 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 these, and taking action to address any issues.

Date: 20/05/2025

Dunvegan Community Trust SCIO
Charity number: SC052078

Document version control

| Version number | Change or update | Author or owner | Date |
|----------------|------------------|-----------------------------|------------|
| 1.0 | First version | Dunvegan Community Trust | 07/01/2023 |
| 1.1 | Review & update | Dunvegan Community Trust | 20/05/2025 |
| | | | |