

EQUALITY & DIVERSITY POLICY

FOR

Eyes on the Future

All existing and new Trustees shall receive a copy of this policy and shall be deemed to have accepted it.

1. Introduction

- 1.1 The aim of this document is to give guidance on the legal requirements and set out the policy of Eyes on the Future (“the Charity”) in relation to equality and diversity.
- 1.2 This policy is intended to demonstrate the Charity’s commitment to eliminating discrimination and encouraging and valuing diversity among volunteers, partners, suppliers, users of our services and Trustees
- 1.3 We recognise our responsibilities under the Equality Act 2010 and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities
- 1.4 We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the ‘protected characteristics’ named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation

2. Our aim

- 2.1 In carrying out its function, the Charity is committed to promoting equality of opportunity for all, and to ensuring that no individual or group of individuals is discriminated against in the planning and delivery of any of our activities
- 2.2 We therefore aim to ensure that the values of equality, diversity and respect for all are embedded into everything we do

3. Our responsibilities

- 3.1 The Charity understands that for equality to be achieved this policy needs to be made understandable to, and embraced by volunteers, suppliers, partners and Trustees
- 3.2 This policy will be subject to agreement by the Trustees

3.3 All volunteers, suppliers, partners and Trustees have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents this policy

3.4 Overall responsibility for the implementation of this policy lies with the Trustees of the Charity.

4. **Our commitments**

4.1 We seek to create an environment in which diversity and the contribution of all volunteers, suppliers, partners, residents and Trustees are recognised and valued in all that we do.

4.2 To ensure that we are meeting the spirit of this policy we will:

- (a) Discuss and review how well we are implementing this policy and adjust our practices where necessary.
- (b) Assess any significant new or revised policies and procedures for their impact on equality
- (c) Embed equality and diversity in our development plans
- (d) Use accessible venues for events and meetings

4.3 Working with contractors, suppliers and partners

- (e) It is important to us that suppliers, contractors and any other individual or organisation working on behalf of the Charity are aware of and agree to comply with our Equality and Diversity policy while that work is underway.

5. **Policy Review**

5.1 This policy shall be reviewed annually

Adopted by the Trustees on 11th January 2023.

Last review date: October 2025.