

Equality and Diversity

1 Statement of Policy

- 1.1 The trustees of Municipal Charities of Stratford upon Avon incorporating St Joseph's Homestead (hereinafter referred to as MCSonA) are committed to promoting equality and diversity within our policies, practices and procedures. We recognise our responsibilities under the Equality Act 2010 (See appendix A). This applies to all aspects of the work of the MCSonA and is promoted through the following values:
- Openness by encouraging and supporting new ideas that will improve the service that MCSonA provides.
 - Respect towards each other
 - Honesty by working in an ethical way
 - Caring with dignity and respect for the individual
 - Support individuals to develop equality and diversity awareness and understanding.
- 1.2 The MCSonA is restricted under its governing documents to provide homes for elderly, needy people with close associations with the town of Stratford upon von and for some almshouses a wider geographical area. Subject only to this restriction, the trustees do not discriminate regardless of age, disability, gender, religion or belief, sexual orientation, marriage or civil partnership status.
- 1.3 The MCSonA does not discriminate on the grounds of disability and will take all reasonable measures to accommodate people with disabilities, subject to the limitations of the accommodation available
- 1.4 This policy relates to all residents, trustees, staff, volunteers and visitors.
- 1.5 The trustees of MCSonA are ultimately responsible for ensuring that the policy is implemented.
- 1.5 The MCSonA has designated the Clerk as the person who takes lead responsibility for equality and diversity. Contact details are: c/o 6 Guild Cottages, Church Street, Stratfod upon Avon, CV37 6HD. Telephone 01789 .
- 1.6 The trustees of MCSonA will not tolerate discrimination or harassment of any kind. Complaints of discrimination or harassment will be taken seriously and investigated.

2 Reporting procedure

Any individual(s) who feel that they have suffered or witnessed any form of discrimination should follow the MCSonA complaints procedure.

3 Related policies and procedures

This policy does not work in isolation. It connects and interlinks with the following policies, procedures and model documents:

Letter of Appointment
Safeguarding policy
Resident handbook
Staff recruitment
Trustee Recruitment

4 This policy has been approved for issue by the board of trustees of MCSonA

Signature:.....

Name:.....

Date:.....

Appendix to Equality and Diversity Policy

The Equality Act 2010 includes an exception for charities. This allows charities under certain circumstances to restrict benefits to people with a particular protected characteristic (but not a group defined by colour) if the restriction already appears in the charity's governing document.

Equality Act 2010 – Definitions

Age: An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group they share the protected characteristic of age.

Disability: A person has a disability if they have a physical or mental impairment, and the impairment as a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Marriage and civil partnership: A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

Religion or belief: Religion means any religion and a reference to religion includes a reference to a lack of religion.

A religion must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.