

CADBURY BARN TRUST

EQUALITY, DIVERSITY AND INCLUSION POLICY

1. INTRODUCTION

- 1.1 The Cadbury Barn Trust is committed to being inclusive, to not exclude or disadvantage any particular group and to be sensitive to diversity. The Trust believes that no-one should suffer disadvantage or discrimination by reason of their race, colour, ethnic origin, nationality, religion or belief, gender, gender reassignment, sexual orientation, HIV status, disability, marriage or civil partnership, pregnancy and maternity, age or caring responsibilities.
- 1.2 The Trust is committed to an organisational culture that values people from all sections of the community and the contribution each person can make to its activities. It recognises the need to value each individual, in their own right, regardless of whether they belong to any particular section of society.
- 1.3 The policy is intended both to avoid discrimination and implement good practice.

2 POLICY STATEMENT

Diversity is wider than equal opportunity, it is about valuing the differences between people and ensuring that the Trust works creatively with these differences to stimulate fresh ideas, broaden perceptions and empower each individual to contribute to the Trust for the benefit of themselves and others.

3 SCOPE

The Equality, Diversity and Inclusion Policy applies in particular the following areas:

- Governance – membership and operation of the Board of Trustees, and any Task groups or sub-committees
- Recruitment and appointment of any contractors
- Recruitment and support of any volunteers working with the Trust
- Access to services and facilities we may provide
- Meeting the individual and varied needs of people using our services and facilities

4 OBJECTIVE

The objective of the Equality, Diversity and Inclusion Policy is to ensure that all Trustees, co-opted Board and sub-committee members, any contracted personnel and volunteers are committed to abiding by its principles, and are aware of their responsibility for its implementation.

5 RESPONSIBILITIES

5.1 Trustees, co-opted members, contracted personnel and volunteers

- 5.1.1 Every Trustee, co-opted member, contracted personnel and volunteer has an equal responsibility to ensure that the policy is put into practice, to treat others with dignity and respect and to work to achieve a culture that promotes fairness and equal treatment for everyone involved in or with the Trust.

5.1.2 Each one of the above has a responsibility to draw to the attention of the Trust Board, any perceived problem in relation to the way that the Trust carries out its activities and responsibilities. In the case of organisational, operational or governance issues the Trust shall review and improve practice.

5.1.3 They also have a responsibility to identify any instance of apparent discrimination, and to challenge any individual Trustee, committee member, contracted staff member or volunteer who is behaving or speaking in a manner which is deemed offensive to any individual or group. Anyone doing so will be dealt with appropriately.

5.2 Trust service users

5.2.1 Users of services or facilities also have a responsibility to ensure that they follow the principles of the Equality and Diversity policy in their dealings with Trustees and co-opted members of the Board, contracted staff, volunteers, visitors and all other service users.

6. IMPLEMENTATION

6.1 Access to and provision of services

The principles of the Equality, Diversity and Inclusion policy will underpin all that the Trust does in developing and delivering facilities and services.

- Ensure that the Trust adopts fair and non-discriminatory practices in relation to applications to volunteer or become a member of the Trust.
- Ensure that every attempt is made to tailor support to any service user having specific needs, within the constraints, ability and resources of the Trust.
- Ensure that contractors and volunteers receive appropriate support to meet service user requirements including, for example, any dietary, religious and cultural needs.
- Endeavour to develop knowledge of the communities in which the Trust operates in order to promote services to sections of the community that may be under-represented amongst service users.
- Provide service users with the opportunity to contribute to service improvement.
- Ensure that all formats of written, verbal and visual communications avoid inappropriate language or images, and positively promote diversity where possible.
- Monitor the services, publicity and events arranged by the Trust to ensure they are accessible to all sections of the population and do not discriminate as well as take active steps to ensure that participation is representative.

7. DISSEMINATION OF THE POLICY

The Trust's policy statement on Equality and Diversity will be given to all new Trustees, co-opted and sub-committee members, volunteers and any contracted staff.

This policy was approved by the Board of Trustees on 10 March 2025

Review date: 10 March 2027