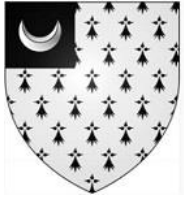


Shepton Mallet United Charities

www.alms1627.org.uk

SMUC/EADPol/103/10.24

Equality and Diversity Policy



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1. Introduction

The Trustees of Shepton Mallet United Charities are committed to working in a way that respects different ideas, cultures, abilities and needs.

2. Equal opportunities legislation

The charity is restricted under its governing document to providing homes for people over the age of 55 who are in need and have a connection with Shepton Mallet and its surrounding area. Subject to this restriction, though, the Trustees do not discriminate on the grounds of any of the following characteristics, which are protected under the Equalities Act of 2010:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

We aim to make our services accessible to people from all sections of the community and to value the contribution each individual can make to our work, whether as a resident, an employee or a Trustee.

3. Discrimination and harassment

We will not tolerate discrimination or harassment of any kind and will work actively to eliminate these where they occur.

We will review our policies, procedures and practices regularly, to make sure they reflect this commitment and to continue to develop good practice in all of our activities.

This commitment is supported by our procedures including in the following areas:

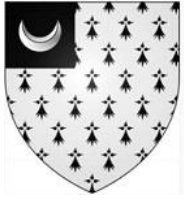
- application process for appointment to an almshouse.
- Recruitment and selection of Trustees and employees.
- Induction and training.
- Future planning and corporate strategy.

4. Reasonable adjustments

If you need help with any of your dealings with the charity, please ask. We will endeavour to provide, for example, documents in a larger font or face-to-face meetings where this would be helpful.

5. More information

Responsibility for implementing and monitoring this policy rests with the Trustees and all staff.



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More information on the Equality Act 2010 is available online <https://www.gov.uk/guidance/equality-act-2010-guidance>

The policy should be read in conjunction with the charity's other policies, which are available to read on the website or as part of the Handbook for Residents. It will be updated every two years.

5. Privacy statement

The information that you give to us will not be used for any purpose other than for helping the Trustees to consider your application, to manage your residency and to handle any of your issues. For more information about how SMUC handles your data, please ask to see our 'data protection policy', which gives full information about your rights under General Data Protection Regulations or GDPR. It is available on the SMUC website or you can request a paper copy.

6. Contact details

Clerk to Trustees (Complaints Officer):

Mrs Gill Baker

gillybaker2010@hotmail.co.uk

Fir Tree House, Coxley, Wells, BA5 1QZ

Member with Responsibility for Equality and Diversity

Chair of Trustees, Mr P G H Davies

Mr Paul Davies

pghd Davies@yahoo.co.uk Bowermead House, Whitstone Hill,
Pilton, BA4 4DT

This policy will be reviewed every two years by the Trustee Board.

Last updated: November 2024