

**Stratherrick & Foyers Community Trust**  
**Equal Opportunities, Diversity and Inclusion Policy**

**GENERAL**

Stratherrick and Foyers Community Trust (SFCT) embraces diversity and will seek to promote the benefits of diversity in all our activities. We will seek to develop a business working culture that reflects that belief. We will seek to recruit volunteers and paid workers from as wide a media as possible in order to ensure as diverse an employee (if applicable), voluntary and Director base as possible.

SFCT is committed to diversity and will promote diversity for all employees, workers and applicants and shall adhere to such a policy at all times. SFCT will treat everyone equally irrespective of sex, sexual orientation, gender reassignment, marital or civil partnership status, age, disability, colour, race, nationality, ethnic or national origin, religion or belief, political beliefs or membership or non-membership of a Trade Union or spent convictions, and places an obligation upon all staff to respect and act in accordance with the policy. SFCT will not accept instructions from any third party that indicate an intention to discriminate unlawfully.

**AGE DISCRIMINATION**

SFCT will not discriminate directly or indirectly, harass or victimise any person on the grounds of their age. SFCT is committed to recruiting and retaining employees (if applicable) whose skills, experience, and attitude are suitable for the requirements of the various positions regardless of age. No age requirements will be stated in any job advertisements on behalf of the company.

**PART-TIME WORKERS**

This Diversity Policy also covers the treatment of those contract workers who work on a part-time basis SFCT recognises that it is an essential part of this policy that part time contract workers are treated on the same terms as anyone else.

**HARASSMENT POLICY**

SFCT is committed to providing a work environment free from unlawful harassment on grounds of sex, sexual orientation, gender reassignment, marital or civil partnership status, age, disability, colour, race, nationality, ethnic or national origin, religion or belief, political beliefs or any other basis protected by legislation.

**COMPLAINTS AND MONITORING PROCEDURES**

SFCT has in place procedures for monitoring compliance with this Policy and for dealing with complaints of discrimination. These are available from SFCT and will be made available immediately upon request. Any discrimination complaint will be investigated fully.

## **CONTACT**

If you have any questions or observations in relation to the Trust and this Policy please contact [admin@sfctrust.org.uk](mailto:admin@sfctrust.org.uk)

Reviewed 21/11/2023