

BUCKINGHAM ALMSHOUSES AND WELFARE CHARITY

Equality and Diversity Policy

1. Statement of Policy

1.1 The trustees of the Buckingham Almshouses and Welfare Charity (BAWC) are committed to providing equality and diversity within the policies, practices and procedures of the Charity. The trustees recognise their responsibilities under the Equality Act 2010 which applies to all aspects of the work of BAWC and which are promoted through the following values: -

- Openness by encouraging and supporting new ideas that will improve the service that BAWC provides.
- Respect towards each other.
- Honesty by working in an ethical way.
- Caring with dignity and respect for the individual.
- Supporting individuals to develop equality and diversity awareness and understanding.

1.2 The objects of BAWC are listed in its CIO document, 11th September 2014, and subject only to any restrictions contained therein, the trustees do not discriminate on grounds of age, sex, gender, gender reassignment, pregnancy and maternity, disability, race, religion and belief, sexual orientation, marriage and civil partnership (See protected characteristics in the Equality Act 2010).

1.3 This policy is subject to the limitations of the almshouse accommodation available at any one time.

1.4 This policy relates to all the trustees, the secretary and any individuals who may at some time be employed by the Charity.

1.5 The trustees of BAWC are ultimately responsible for ensuring that this policy is implemented fully.

1.6 BAWC has designated **Ms. Ruth Newell** as the person who currently takes lead responsibility for equality and diversity.

1.7 The trustees of BAWC will not tolerate discrimination or harassment of any kind, and any and all complaints of discrimination or harassment will be taken seriously and investigated.

2. Reporting procedures

2.1 Any individual(s) who feels that they have suffered or witnessed any form of discrimination should follow BAWC's Complaints Policy.

3. Related policies and procedures

3.1 This policy does not work in isolation and should be read and interpreted in conjunction with the following: -

- Code of Conduct for Trustees and the Secretary
- Complaints Policy
- Conflict of Interest Policy
- Data Protection Policy
- Privacy Policy
- Safeguarding Policy
- Trustee Induction Policy

Document Control

Name of Policy:	Equality and Diversity Policy
Version:	v.1
Purpose of Policy:	To set out a policy for all trustees, the secretary and any individuals who may at some time be employed by the Charity that provides equality and diversity within the policies, practices and procedures of the Charity
Policy applies to:	All trustees, the secretary and any individuals who may at some time be employed by the Charity
Approved by:	The Compliance and Governance Committee
Responsible for its updating:	The Compliance and Governance Committee
Final approval by:	The Board of BAWC
Date of approval:	23 rd January 2020
Policy first issued:	23 rd January 2020
Proposed date of review:	June 2023 – or earlier if there is a change in the members of the Board of trustees