



Tees Heritage Trust Ltd

Equal Opportunities and Diversity Policy

Tees Heritage Trust (THT) is committed to the principles of equal opportunities in all areas of its work, including all aspects of volunteering (including membership and directorship) and provision of activities / services.

THT recognises that talent and potential are distributed across the population and that we will do best as an organisation if we are able to attract and retain directors, members and volunteers from the widest possible spectrum. When recruiting we will advertise as extensively as possible through social media, through our local and regional networks and through targeted media.

THT recognises that some members of the community have been affected by discrimination and that as a result, they may be denied the opportunity to participate equally and fully in heritage activities and/or the opportunity to full and equal access to heritage building, services, volunteering and learning opportunities. To tackle this we will undertake a skills audit to ensure those most in need get the appropriate training.

THT recognises that discrimination can result from a range of factors including, but not restricted to:

- Age
- Disability
- Gender reassignment
- Marriage / civil partnership
- Pregnancy / maternity
- Race, colour, ethnic or national origins
- Religion, creed or belief
- Gender or sex
- Sexual orientation
- Responsibilities for dependants
- Socio-economic background
- Political beliefs
- Offending background
- Employment status

It is the intention of THT to work to ensure that no current or potential directors, members, volunteers or beneficiaries are treated less favourably as a result of discrimination whether intentional or unintentional, direct or indirect (see definitions at the end of the document).

THT believes everyone (directors, members and volunteers) has a role to play in ensuring fairness towards colleagues and towards the community we serve. THT therefore seeks to promote an atmosphere in which all people have regard for one another's rights and everyone is treated with respect and dignity.

It is our intention to follow practices which actively work to eliminate discrimination.

THT will ensure that these practices comply with all prevailing relevant legislation, currently the Equalities Act (2010).

Overall responsibility for this policy and its implementation lies with the Council of Management who will review the policy annually. However THT will appoint a particular Trustee to be responsible for:

- communicating the policy to any new members of the Council of Management, the membership, or volunteers;
- reviewing and communicating any legislative changes;
- monitoring its diversity and the effectiveness of its equal opportunities activities;
- arranging periodic training sessions for THT directors, members and volunteers.

Definitions:

Diversity means having a wide range of different people with different perspectives involved throughout our organisation.

Equal opportunities means making sure everyone has a fair and equal chance to participate in our organisation or to access our activities and services.

Unfair, unequal treatment of this kind is called discrimination.

Discrimination can be either direct or indirect.

Indirect Discrimination

Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, marital status, disability, age, etc. than persons in another group and which is not objectively justifiable in the given situation.

Adopted on: 18th November 2020.

Last reviewed:.....[date]
