



Shrewsbury Drapers Company Charity

Shrewsbury Drapers Holy Cross Ltd

Registered Charity 1132671

Reg. Company 07000798

Policy No. 10

Equality and Diversity Policy

Source(s) of advice: Almshouse Association model policy v5 27.2.23

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Responsible for review: Master

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Version No: 3.0 (September 2024)

EQUALITY AND DIVERSITY POLICY

Statement of Policy

1. The trustees of Shrewsbury Drapers Holy Cross Limited (SDHC) are committed to promoting equality and diversity within our policies, practices and procedures. We recognise our responsibilities under the Equality Act 2010 (See appendix A). This applies to all aspects of the work of SDHC and is promoted through the following values:
 - a. Openness by encouraging and supporting new ideas that will improve the service that SDHC provides.
 - b. Showing respect towards each other and those we interact with.
 - c. Honesty by working in an ethical way.
 - d. Caring with dignity and respect for the individual.
 - e. Support individuals to develop equality and diversity awareness and understanding.
2. Subject only to the restrictions in SDHC's governing documents, the trustees will not discriminate regardless of age, disability, sex, gender, sexual orientation, pregnancy or maternity, race, religion or belief, marriage or civil partnership status.
3. SDHC does not discriminate on the grounds of disability and will take all reasonable measures to accommodate people with disabilities, subject to the limitations of the accommodation and facilities available.
4. This policy relates to all residents, trustees, staff, volunteers and visitors.
5. The Directors of SDHC are ultimately responsible for ensuring that the policy is implemented and they have designated the Chair of the SDHC Board as the person who takes lead responsibility for equality and diversity.
6. SDHC will not tolerate discrimination or harassment of any kind. Complaints of discrimination or harassment will be taken seriously and investigated.

Reporting procedure

7. Any individual(s) who feel that they have suffered or witnessed any form of discrimination should follow the SDHC Complaints Procedure. Employees should use the Grievance Procedure set out in their contract.

Related policies and procedures

8. This policy does not work in isolation. It connects and interlinks with the following policies, procedures and model documents:

Letter of Appointment

Safeguarding policy
Resident handbook
Staff recruitment
Trustee Recruitment
Volunteer Recruitment
Complaints Policy

Annexes:

A. Equality and Diversity Act

ANNEX A. Equality and Diversity Act

A1. The Equality Act 2010 includes an exception for charities. This allows charities under certain circumstances to restrict benefits to people with a particular protected characteristic (but not a group defined by colour) if the restriction already appears in the charity's governing document.

A2. Equality Act 2010 – Definitions:

- a. **Age:** An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group they share the protected characteristic of age.
- b. **Disability:** A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.
- c. **Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
- d. **Marriage and civil partnership:** A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.
- e. **Pregnancy and maternity:** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
- f. **Race including colour, nationality, ethnic or national origin:** A race can mean a person's colour, or nationality (including your citizenship). It can also mean a person's ethnic or national origins, which may not be the same as their current nationality
- g. **Religion or belief:** Religion means any religion and a reference to religion includes a reference to a lack of religion. A religion must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.
- h. **Sexual Orientation:** A person has the protected characteristics if they are heterosexual, gay, lesbian or bisexual or if they are perceived to have a particular sexual orientation or a person is connected to someone who has a particular sexual orientation.
- i. **Sex:** People having the protected characteristic of sex being a man or a woman, and that men share this characteristic with other men, and women with other women.

<https://www.gov.uk/government/publications/equality-act-guidance-for-charities>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<http://www.legislation.gov.uk/ukpga/2010/15/contents>