



Broadwindsor Group Parish Community Land Trust

Equal Opportunities Policy

1. The Board of Broadwindsor Group Parish CLT (BGP CLT) is committed to the principle of equal opportunities. This means that opportunities will be made available to be enjoyed by all members of the community. This is delivered by the way we manage the BGP CLT and through services we provide to the community.
2. This policy aims to ensure that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities in the forms of discrimination covered by the Equality Act 2010 grounds by virtue of gender, race, class, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation or political beliefs or ex-offender status, as defined by the Rehabilitation of Offenders Act 1974. This policy ensures that those who may be beneficiaries of BGP CLT activity are protected from discrimination.
3. BGP CLT welcomes diversity amongst its membership and on the Board of Directors, recognizing the contributions that can be made by individuals from a wide range of backgrounds. All members of the community will be treated with dignity and respect. BGP CLT will take active steps to encourage all members of the community, particularly those most disadvantaged, to participate and share in all its projects and activities.
4. Promoting and maintaining equal opportunities is the responsibility of everyone, although it is recognised that the Board of Directors have additional responsibilities to ensure that the policy is carried out. All BGP CLT members are expected to support and implement the equal opportunities policy.
5. All complaints will be recorded and receive prompt attention. The Chair and two other officers or Board members will conduct an enquiry into complaints. In the case of a complaint against the Chair or a Board member or members, two nominated BGP CLT members and an appropriate outsider will conduct the enquiry.
6. The policy will be subject to annual review and take into account changes in legislation.

Approved at BGP CLT Board meeting on: 16 July 2022
Review date: 2024

Signature:
Date: