



Farndon Community Trust – Equality, Diversity & Inclusion (EDI) Policy

1. Farndon Community Trust (FCT) acknowledges that the United Kingdom is diverse in culture, race, beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of age, ability or disability, gender or reassignment, race, religion or belief, sex or sexual orientation, marital or civil partnership status or socio-economic background. We acknowledge that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.
2. The purpose of this Policy Statement is to set out clearly and fully the positive action that FCT intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, relationships with other bodies, and the services it provides to the community and individuals. We are committed to providing equality of opportunity in all areas of our activity. We aim to overcome discrimination on the grounds mentioned above. We recognise that positive steps need to be taken to ensure equality of provision of, and access to, all aspects of the Club's activities and facilities.
3. It is the aim of FCT to ensure that we become aware of any discrimination and the problems it causes. We will challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form. We will seek to take positive action to address the inequalities in our society. We are committed to the equal opportunities policy set out in this document and will work to monitor, develop and improve it.
4. FCT acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. We will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed. We acknowledge the protected characteristics identified in the Act and give the commitment that we will not discriminate against anyone because of a protected characteristic:
 - a. Age – a person belonging to a particular age or range of ages
 - b. Disability – a person has a disability if they have a physical mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities
 - c. Gender reassignment – the process of transitioning from one sex to another
 - d. Marriage and civil partnership – marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as "civil partnerships". Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
 - 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 – refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
 - g. Religion and belief – refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

- h. Sex – a man or a woman.
- i. Sexual orientation – whether a person’s sexual attraction is towards their own sex, the opposite sex or to both sexes.

5. The FCT Code of Conduct

- a) People will be treated with dignity and respect regardless of protected characteristic(s).
- b) People’s feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
- c) No-one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and we will undertake investigations of any complaints quickly, impartially and thoroughly. Any such complaints should be made as soon as possible and in the first instance to the FCT Chair or any other of the Trustees
- d) Our policies will at all times cover all current legislation and will be regularly updated as necessary.

Approved and signed on behalf of Farndon Community Trust:

(Chair) Signed:

Name: Robert Caddy

Date: April 2022

(Secretary) Signed:

Name: Deborah Molony

Date: April 2022