



The Spitfire Makers Charitable Trust

Equal Opportunities & Diversity Policy

Definitions

The Trust	means The Spitfire Makers Charitable Trust.
Responsible Persons	means the Trustees of The Trust

1. Equal Opportunities principles

The Trust accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

The Trust recognises that it has a moral and social responsibility to eliminate discrimination and promote equality and diversity.

The Trust is committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all
- equality of opportunity and diversity is promoted
- The Trust is accessible to all
- all sections of the community are encouraged to participate in all aims of the Trust
- all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background are eliminated.

2. Equal Opportunities Policy

This policy applies to all Trustees, volunteers, supporters, users and the general public. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

The Trust aims to:

- Promote equality of opportunity and diversity in volunteering and development
- Create effective partnerships with all parts of our community.

The Trust's objective is to realise its standards by:

- Working together with the heritage community to provide complete accessibility.

- Encouraging volunteers, supporters and trustees from the community and ensuring that all policies are fair and robust
- Responding to volunteers' needs and encouraging their development to increase their contribution to The Trust
- Recognising and valuing the differences and individual contribution that all people make to The Trust
- Challenging discrimination

The Trust recognises, respects and values diversity in its Trustees, volunteers and supporters. The Trust has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate development of the people who volunteer for The Trust.

3. Equal Opportunities Procedures

Responsibility for Implementation.

This policy covers the behaviour of all people volunteering in, or representing, The Trust. It sets out the way they can expect to be treated in turn by The Trust. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees.

Method of Implementation.

The Trust intends to implement this policy by:

- Ensuring that Trustees, volunteers and supporters are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given a copy of this policy.
- Actively encouraging Trustees and volunteers to consider anti-discriminatory training.
- Monitoring the projects, publicity and events provided by The Trust, to ensure that they are accessible to all sections of the population and do not discriminate. Taking active steps to ensure that participation is representative.

Monitoring and Reviewing.

The Trust has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Board of Trustees will review the policy annually.

Date	Version	Agreed/Reviewed by	Agreed/Reviewed Date
13.04.2020	Draft 0.1	Board of Trustees	22.04.2020
22.04.2020	Ver 1	Reviewed by Trustees	Agreed: review in Apr 22