



# Equality Policy

## 1. Policy Statement

1.1 Living Stones Educational Trust (LSET) (referred to as 'the Trust' in this document) is a Christian Trust. It believes in the equal worth of all, and will make every effort to ensure that it does not unfairly discriminate with regard to colour, gender, disability or age in its recruitment, deployment, training or promotion.

1.2 The Trust aims to ensure:

- Appropriate representation from a diverse range of people among its trustees, associates, volunteers and employees.
- That its promotional material recognises and positively displays such a range.

1.3 The Trust promotes equality of opportunity. However in light of the Employment Equality (Religion or Belief) Regulations 2003, this Trust may discriminate positively on grounds of Christian religion and belief, which are in keeping with its Ethos and Basis of Faith declarations. These include acts of collective worship and Christian, Bible-based standards for lifestyle.

1.4 The Trust will not condone harassment or victimisation of employees or volunteers.

## 2. Definitions

**2.1 Discrimination with regard to colour** – any discrimination as detailed in the Race Relations Act 1976 and the Code of Practice for the Elimination of Racial Discrimination and the Promotion of Equality of Opportunity in Employment.

**2.2 Discrimination with regard to gender** – any discrimination as detailed in the Sex Discrimination Act 1975 (as amended by the Sex Discrimination Act 1986 and the Employment Act 1989) and the Code of Practice for the Elimination of Discrimination on the Grounds of Sex and Marriage and the Promotion of Opportunity in Employment.

**2.3 Discrimination with regard to disability** – any action that treats a person with a disability in a different manner to those without a disability.

**2.4 Discrimination with regard to age** – any discrimination solely due to the age of an applicant or a member of staff who is between school leaving age and normal retirement age.

**2.5 Discrimination with regard to religion or belief** – any action, which treats a person in a less favourable manner to those of a different religion and/or belief, religious belief, perceived religion or perceived religious belief or similar philosophical belief.

**2.6 Harassment** – includes behaviour that is offensive, frightening or in any way distressing to others. This may be intentional bullying which is obvious and/or violent or it can be unintentional, subtle or insidious. The victim's perception of the effect of the behaviour is of importance.

**2.7 Victimisation** – when an individual is treated in a negative manner because they have made a complaint or intend to make a complaint about discrimination or harassment or have given evidence or intend to give evidence relating to a complaint about discrimination or harassment pertaining to behaviour within or arising out of association with the workplace.

**2.8 Trust** – The Trust which manages employees, Associates and volunteers, in the fulfilment of the Trust's aims and objectives.

### **3. Implementation**

**3.1 Responsibilities** – It is the responsibility of the Trustees to ensure that this policy is in place. It is also their responsibility to ensure that this policy is upheld. Trustees are responsible for the implementation of procedures that pertain to it.

**3.2 Associates Recruitment Procedures** – Potential Associates will be suggested from a diverse range of people.

Interview panels/ Trustees will have this policy drawn to their attention.

Interviews will be held by more than one person and the panel will normally include both genders.

**3.3 Worker Development** – The provisions of this policy will be drawn to the attention of all employed workers, Associates and volunteers.

Trustees, Associates and volunteers will be expected to develop their support of the Trust ministry through participating in various acts of collective worship and aspiring to live a lifestyle in accordance with a clear, Christian, Bible-based belief system.

Arrangements will be made for all Workers to receive appropriate help in the understanding, implementation and implications of the policy as part of their development. New Associates will receive such training as part of their induction to the Trust.

**3.4 Complaints and Disputes** – The Trust will have a policy for dealing with grievances resulting from alleged discriminations, harassment or victimisation. Provision will be made to ensure that in cases where an employee or volunteer may feel aggrieved concerning a matter of alleged discrimination, the case will be heard by a panel in which at least one member from the same people group is included. The panel would be convened if resolution of the grievance was not possible through the Trust's Grievance Policy.

**3.5 Liability** – Associates and volunteers are reminded that whilst the Trust may be held responsible for actions within or arising from the workplace, the individual worker/s may also be held accountable for their own actions and are therefore cautioned to refrain from discriminating against, harassing or victimising anyone.

**September, 2018**

**Living Stones Educational Trust**