



**Frome Area Community Land Trust (FACLT)  
Equal Opportunities Policy**

1. FACLT recognises that we live in a society in which discrimination still operates to the disadvantage of many, and is committed to equal opportunities and non-discriminatory procedures and practices. This will be reflected in the way we manage the organisation and provide services to the community.
2. Our policy aims to ensure that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities on grounds of any characteristics protected by the Equality Act 2010: gender, race (including colour, nationality, and ethnic or national origin), religion or belief, age, disability, gender reassignment, pregnancy and maternity, sexual orientation, or marital/ civil partnership status.
3. This policy applies to anyone connected with FACLT and its activities, including its directors, members and other volunteers, staff, beneficiaries and members of the public.
4. FACLT welcomes diversity amongst its members and the Board of Directors, recognising 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.
5. As an employer, FACLT will oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.
6. Promoting and maintaining equal opportunities and encouraging diversity is the responsibility of everyone associated with FACLT. The Board of Directors have a particular responsibility to ensure this policy is communicated and implemented in all areas of FACLT's work.
7. All complaints concerning discrimination or harassment in any form will receive prompt attention. One officer (Chair, Treasurer or Secretary) and one other director will conduct an enquiry into any complaints.
8. This policy will be reviewed annually.

Signed:

(Chairperson)

Next review date: August 2020