



Nadder Community Land Trust Ltd.

Equality, Diversity and Inclusion Policy

EDITION 1

1st December, 2021

Equality, Diversity and Inclusion Policy

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1 Introduction

- 1.1 Nadder Community Land Trust (NCLT) is committed to promoting equality, diversity and inclusion in all its activities, in all its contacts with stakeholders, customers, suppliers, visitors, the public, members of the community and among its volunteers, employees and officers at all levels.
- 1.2 For ease of reference all those mentioned in paragraph 1.1 above are referred to as “Stakeholders” in the remainder of this document.

2 Policy

- 2.1 The aim is for NCLT to be truly representative of all sections of the community it serves and for all NCLT Stakeholders to feel respected and valued.
- 2.2 Equality, diversity and inclusion are essential means to ensure that NCLT genuinely reflects and represents the community it serves, and is able to fulfil its mission as a charity and community-led organisation.
- 2.3 NCLT is likewise committed to upholding the laws on equality and discrimination as established by the UK government and described more fully at <https://www.gov.uk/discrimination-your-rights>.

3 Roles and Responsibilities

- 3.1 This Policy’s purpose is to ensure that all those acting on behalf of NCLT achieve the following objectives:
- a) ensure equality, fairness and respect for all Stakeholders in their behaviour and decision-making;
 - b) do not unlawfully discriminate because of Protected Characteristics (as defined by the Equality Act 2010 and any subsequent statutory modification or re-enactment of its provisions) including characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy, maternity, race, colour nationality, ethnic or national origin, religion or belief, sex or sexual orientation;
 - c) create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all Stakeholders are recognised and valued;
 - d) are aware of their rights and responsibilities under this Policy and do not put themselves or NCLT at risk of prosecution for acts of bullying, harassment, victimisation or unlawful discrimination;
 - e) take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by or affecting Stakeholders in the course of NCLT’s work; and

- f) ensure that decisions in respect of volunteering, employment, training, and development are free from bias or unlawful discrimination, so that the talents and resources of all NCLT supporters can be fully utilised support its charitable objects.

3.2 NCLT's Board will:

- a) regularly review this Policy, NCLT's practices and its procedures to ensure fairness, and also update them to take account of changes in the law; and
- b) monitor the make-up of NCLT's volunteers and employees to encourage equality, diversity and inclusion, and in meet the aims and commitments set out in this Policy.

4 Enforcement

- 4.1 NCLT's board promotes this Policy through its own decisions and by promoting a safe and inclusive working environment through the establishment of policies and procedures dealing with matters such as bullying, harassment, grievance, safeguarding, health and safety and whistleblowing.

5 Review

- 5.1 This policy is effective from 1st December, 2021 and will be reviewed every three years.