

**Policy:** Equality and Diversity

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**Last reviewed:** 24 March 2022

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**Next review due:** March 2025

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## **1.0 Introduction**

The Triangle Trust recognises that the society in which it works is socially diverse. It aims to promote equality of opportunity and equal treatment for its Trustees, employees and grant recipients irrespective of:

- Gender (including persons who identify as trans)
- Pregnancy or Maternity Leave.
- Marital status or Civil Partnership or family status.
- Religious or other belief.
- Political opinion.
- Race (including colour, nationality, ethnic or national origins).
- Disability.
- Sexual orientation.
- Age.
- Having or not having dependents.
- Having caring responsibilities

## **2.0 Equal Opportunities: Policy Statement**

The Triangle Trust is an Equal Opportunities Employer, employees and Trustees will observe the principles so that this policy is fully implemented in the recruitment of employees and Trustees. It will also expect its grant recipients to follow these principles.

The Triangle Trust is opposed to all forms of unlawful and unfair discrimination. All Trustees, employees and grant applicants will be treated fairly and selection for employment, promotion, training, funding or any other benefit will be on the basis of aptitude and ability.

It is committed to:

- Promoting a good and harmonious working environment in which all persons are treated with respect and dignity, and in which no form of intimidation or harassment will be tolerated.
- Preventing any form of direct or indirect discrimination or victimisation.
- Promoting equal opportunities for everyone.
- Promoting equal opportunities for people with disabilities.
- Promoting equal opportunities for individuals regardless of their beliefs.
- Promoting equal opportunities for ethnic minorities.
- Promoting equal opportunities for people of all sexual orientation.
- Fulfilling all legal obligations under the relevant legislation and associated Codes of Practice.

Any act which contravenes the equal opportunities policy and practice will be regarded as gross misconduct and could lead to disciplinary action including dismissal being taken against an employee or a Trustee in breach of the procedure.

### **3.0 Implementation**

The Trustee Board has specific responsibility for the effective implementation of this policy and it is expected that all employees abide by the policy and help create the equality environment which is its objective.

In order to implement this policy, The Triangle Trust will ensure that:

- The policy is communicated to all Trustees and employees through induction training.
- All organisations selected to receive a grant have an equality policy in place.

## **Appendix: Supporting Information**

### **Direct Discrimination**

Direct discrimination occurs when a person is treated less favourably than another on the grounds of their gender, marital or family status, religious belief or political opinion, disability, race or ethnic origin, nationality, sexual orientation and age.

### **Indirect Discrimination**

Indirect discrimination can occur when a requirement or condition, which cannot be justified on grounds other than gender, marital or family status, religious belief or political opinion, disability, race or ethnic origin, nationality, sexual orientation and age is applied equally but has the effect in practice of disadvantaging a considerably higher proportion of persons in one or other of the above groups.

### **Disability Discrimination**

Disability discrimination occurs when for a reason related to their disability, a disabled person is treated less favourably than other people, and this treatment cannot be justified. It also occurs when an employer fails to comply with the duty to make a reasonable adjustment in relation to the disabled person, and the failure cannot be justified. An employer cannot justify less favourable treatment if, by making a reasonable adjustment, it would remove the reason for the treatment.

### **Victimisation**

Victimisation occurs when a person is treated less favourably than another because that person has, for example, asserted rights under any of the discrimination laws or has helped another person to assert such rights or given information to the relevant statutory body, or because it is suspected that the person might do any of these things.

### **Harassment**

Harassment is unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.

### **Relevant Legislation**

- Equal Pay Act 1970 (Amended)
- Race Relations Act 1976
- Sex Discrimination Act 1975
- Disability Discrimination Act 1995
- The Sex Discrimination (Gender Reassignment) Regulations 1999

- Race Relations Amendment Act 2000
- Race Relations Act 1976 (Amendment) Regulation 2003
- Employment Equality (Sexual Orientation) Regulation 2003
- Employment Equality (Religion or Belief) Regulation 2003
- Gender Recognition Act 2004
- Civil Partnerships Act 2004:
- The Employment Equality (Sex Discrimination) Regulations 2005
- Disability Discrimination Amendment Act 2005
- Equality Act 2006
- Racial and Religious Hatred Act 2006
- Employment Equality (Age) Regulation 2006