## Calder Valley Community Land Trust Ltd

## Equality and diversity statement

## Our commitment

Calder Valley Community Land Trust Ltd is a community benefit society, with membership open to all those who support our aims, without discrimination.

We commit to working for equality in society. We welcome the fact that our community is diverse, and we commit to striving to ensure that our membership and our activities reflect this diversity.

We recognise that some individuals and groups in society suffer discrimination, on the grounds of age, gender, sexual orientation, gender assignment; race, colour, nationality or ethnic or national origin; disability; and marital status, cultural and socio-economic background. We commit to working to ensure that we do not engage in direct or indirect discrimination on these grounds.

We understand that the trustees have primary responsibility in ensuring that our equality and diversity statement is fully adhered to, and that the organisation meets all its legal obligations under equality legislation.

## The legal framework

We understand that it is unlawful to discriminate directly or indirectly in recruitment or employment because of a ‘protected characteristic’. The Equality Act defines the protected characteristics as being age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, caste and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

We understand that discrimination after employment may also be unlawful, for example by refusing to give a reference for a reason related to one of the protected characteristics.

We understand that it is also unlawful to discriminate against or harass a member of the public or service user in the provision of services or goods or to fail to make reasonable adjustments to overcome barriers to using services caused by disability.

We understand that the duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. We understand that, in addition, service providers have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.

## Types of unlawful discrimination

We understand that the law identifies different types of unlawful discrimination, as follows:

* **Direct discrimination** is where a person is treated less favourably than another because of a protected characteristic. (However, discrimination may be lawful if there is an occupational requirement which is core to a job role and a proportionate means of achieving a legitimate aim.)
* **Indirect discrimination** means putting in place, a rule or policy or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.
* **Harassment** is where there is unwanted behaviour related to a protected characteristic (other than marriage and civil partnership, and pregnancy and maternity) which has the purpose or effect of violating someone’s dignity or which creates a hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.
* **Associative discrimination** is where the individual treated less favourably does not have a protected characteristic but is discriminated against because of their association with someone who does, eg the parent of a disabled child.
* **Perceptive discrimination** is where the individual discriminated against or harassed does not have a protected characteristic but they are perceived to have a protected characteristic.
* **Third-party harassment** occurs where an employee is harassed by third parties such as service users, due to a protected characteristic.
* **Victimisation** is treating someone unfavourably because they have taken some form of action relating to the Equality Act, ie because they have supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so. However, an employee is not protected from victimisation if they acted maliciously or made or supported an untrue complaint.
* **Failure to make reasonable adjustments** is where a rule or policy or way of doing things has a worse impact on someone with a protected characteristic compared with someone who does not have that protected characteristic and the employer has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

## Equal opportunities in employment

We commit to avoiding unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. We will ensure that job descriptions will avoid any unnecessary requirements (those unrelated to effective performance) that may otherwise have deterred applicants. We will base decisions on objective criteria. We will consider making reasonable adjustments in recruitment as well as in day-to-day employment.

## Equal opportunities in relation to tenants and suppliers

We will not discriminate unlawfully against our tenants, and will ensure that our allocation policy is clear, transparent and not discriminatory.

The terms of our tenancy conditions will require that our tenants also abide by the law in relation to equality and anti-discrimination.

We will not discriminate unlawfully in our procurement of services and goods, and will ensure that our procurement policy is clear, transparent and not discriminatory.

## Training

We will provide information and guidance to our trustees and to our staff on equality and diversity issues. In particular we will ensure that those involved in recruitment or other decision making where equal opportunities issues are likely to arise understand their responsibilities and their obligation to avoid the risk of discrimination.

## Monitoring and review

This policy will be monitored and where appropriate reviewed by the board of trustees at regular intervals, not less than once every twelve months.

This policy will also be reviewed at the board meeting when the trustees first make the decision to take on responsibilities as an employer and employ staff. It will also be reviewed at the board meeting where trustees first begin the process of allocating tenancies to its properties.

**Access by trustees to this policy**

The Secretary will ensure that the latest version of this policy is made available to all trustees, on the organisation’s internal intranet. Printed copies will also be made available to all trustees, on request.