

## **EQUAL, DIVERSITY & INCLUSION POLICY – JUNE 2023**

The Mount Stuart Trust is committed to eradicate unjustified discrimination and promote human rights and social justice by treating people fairly, impartially and without bias.

We create conditions in the workplace and beyond to encourage and value diversity, promote dignity and inclusion with a culturally sensitive approach. Equality doesn't mean treating everyone the same; it means treating people equitably, acknowledging and trying to redress imbalances.

Unjustified discrimination, whether direct or indirect, is a barrier to equality, diversity, inclusion and human rights. Unjustified discrimination is where decisions are made - whether consciously or not - that favour certain groups or individuals and therefore disadvantage others, because of particular characteristics they have no control over.

1. Equality, Diversity and Inclusion; what do these key words mean?
  - a. Equality. Ensuring individuals and groups are treated fairly and equally. This involves taking into account the different experiences and needs of all and being committed to tackling the systemic barriers that different people might experience. Not discriminating on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion and/or belief, sex or sexual orientation, as set out in the Equality Act 2010.
  - b. Diversity. The understanding that each individual is different and the recognition that diverse teams, boards and workforces produce better outcomes.
  - c. Inclusion. The action of including or of being included within a group or structure. Promoting an inclusive culture is about recognising the value of diversity and supporting all to realise their full potential.
  
2. We will take active steps to fulfil our responsibilities and promote good practice by:
  - a. Complying with legal obligations in a transparent manner
  - b. Developing and publishing diversity objectives
  - c. Publishing this policy widely amongst board, management, staff and on our website
  - d. Assessing the impact of policies, content and working practices to identify, remove or mitigate any disadvantage to underrepresented groups or recognise any cultural or religious sensitivity of differences
  - e. Taking action to redress any gender, racial or other imbalance highlighted from monitoring data
  - f. Promoting awareness and understanding of EDI matters among board, management, staff and other parties through policies, training, guidance and campaigns
  - g. Ensuring that staff and applicants for vacancies are treated fairly and judged solely on merit, referencing their skills and abilities
  - h. Raising awareness of our policies and commitment to EDI with external suppliers, contractors and partners
  - i. Ensuring Mount Stuart Trust's properties and offices are, as far as reasonably possible, welcoming and accessible to all
  - j. Making sure reasonable adjustments are made, as appropriate, to enable staff with disabilities or additional needs to overcome barriers in the working, learning and social environment

- k. Ensuring staff and other parties are provided with appropriate tools so that they feel confident to discuss EDI issues and raise any concerns
  - l. Dealing with potential and actual acts of discrimination, harassment and bullying appropriately under relevant Mount Stuart Trust policies
- 3. In line with the Trust's Employee Privacy Notice, certain information will be gathered to ensure compliance with the law and to check that this policy is being effectively implemented. This information will be anonymous, confidential, and only gathered with the express agreement of the employee, which can be removed at any stage. An annual report will be prepared and presented to the Board at the autumn meeting.
- 4. In sum, it is wrong or unfair that people are discriminated against because of who they are or what they believe. We value our people for their attitude and ability, how they behave and what they say, not what they look like or where they come from. We insist that everyone approaches everything they do with an open-minded attitude that sees the potential in everyone and refuses to allow intolerance or unacceptable behaviours.

#### **DISCIPLINE AND GRIEVANCE**

- a. Employees are reminded that to discriminate is a breach of the Company's equal opportunities policy and is unlawful.
- b. Any alleged breach of the equal opportunities policy will normally be dealt with under the Company's disciplinary and grievance policies. If an employee believes they or another member of staff have been subjected to an act of discrimination at work, they are strongly encouraged to raise the issue under the Company's procedures.