



EQUALITIES POLICY

Version Control

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What this policy covers

This policy sets out the way in which Live Borders will work with those who engage with the organisation. It outlines what you can expect from Live Borders, the Trust and what we can expect from you.

The Trust offers a wide range of facilities and services, you can become involved in a wide range of activities, sporting and cultural events and services.

The purpose of this policy is to outline the process to be followed when engaging and working with the Trust.

Live Borders will be guided by the following principles of good practice:

- We intend to encourage, develop and support volunteer involvement in our work
- Live Borders will invest resources to support its volunteers
- Live Borders undertakes to organise and deploy volunteers effectively
- Volunteer engagement procedures will be adhered to
- Live Borders will comply with all appropriate legislation
- Live Borders will adhere to all existing Live Borders policies

The Trust recognises the benefits of a diverse customer base and is committed to providing an environment that is free from discrimination.

The Trust will seek to promote the principles of equality and diversity in all its dealings with employees, workers, job applicants, clients, customers, suppliers, contractors, recruitment agencies, and the public.

Your entitlements and responsibilities

Unlawful discrimination

Unlawful discrimination of any kind in the working environment will not be tolerated and the Trust will take all necessary action to prevent its occurrence.

Specifically, the Trust aims to ensure that no customer is subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, gender reassignment, race (including colour, nationality, caste and ethnic origin), disability, sexual orientation, marital status, part-time status, pregnancy or maternity, age, religion or belief, political belief or affiliation or trade union membership. This commitment applies to all aspects of engagement and participation.

Equal opportunities practice is developing constantly as social attitudes and legislation change. The Trust will review all policies and implement necessary changes where these could improve equality of opportunity.

Live Borders staff will:

- treat each other and other people fairly and equally,
- not discriminate against anyone,
- allow others to express themselves and their views, as long as no offence is caused,
- not bring Live Borders into disrepute, nor divulge or distribute business sensitive information.

In return the Trust expects you to conduct yourself in the same way, adhering to the code of conduct outlined above.

Procedure

Complaints of discrimination

The Trust will treat seriously all complaints of discrimination made by employees, clients, customers, suppliers, contractors or other third parties and will take action where appropriate.

If you believe that you have been discriminated against, you are encouraged to raise the matter as soon as possible via Live Borders Complaints Procedure.

<https://www.liveborders.org.uk/get-involved/feedback/>

Equalities

Live Borders aims to treat people fairly, with respect and with dignity, no matter their

- age
- disability
- gender
- gender reassignment
- race; religion or belief
- sexual orientation
- or whether they are married or in a civil partnership
- pregnant or on maternity leave.
- This includes others, such as those with caring responsibilities, those on low incomes or those who may be considered disadvantaged due to health status or place of residence.

Live Borders will try to do as much as it can to support people who may need extra help to be able to volunteer, or who may have additional requirements. Some examples might include a sign language interpreter for a deaf Volunteer, prayer room space and breast feeding areas. Live Borders supports those with additional needs to allow them to access our facilities and services, in principle no charge will be made to carers.

The Equality Act 2010 says that you must not be discriminated against because you are transsexual, when your gender identity is different from the sex assigned to you when you were born.