

**EQUAL OPPORTUNITIES POLICY**Registered Charity 1147051

**1. Purpose**
Sturfit is committed to promoting equality, valuing diversity, and ensuring equal opportunities in all areas of its operations. This includes providing inclusive and equitable access to services, employment, and volunteer opportunities while challenging all forms of discrimination.

**2. Scope**
This policy applies to all Sturfit activities, including interactions with service users, staff, trustees, volunteers, and external contractors. It applies to all forms of discrimination as defined by the Equality Act 2010, including:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

**3. Responsibilities**

* **Trustees:** The Trustees of Sturfit are responsible for ensuring this policy is implemented effectively and reviewed regularly.
* **Volunteers, Contractors, and Service Users:** All individuals involved with Sturfit must contribute to the success of this policy by promoting equality and challenging discrimination.

**4. Policy Commitments**

**General Activities**

* Sturfit will ensure its services are inclusive and accessible to all members of the community.
* Discrimination, harassment, or victimisation of any kind will not be tolerated.
* Sturfit will listen to and actively engage with underrepresented and minority groups to understand and meet their needs.

**Physical Access**

* Sturfit’s premises will be regularly reviewed to maintain and improve accessibility for individuals with disabilities.

**Recruitment and Employment**

* Sturfit is committed to fair and inclusive recruitment processes.
* Job and trustee vacancies will be advertised internally and externally to ensure equal access.
* Applications will consider transferable skills and life experiences alongside formal qualifications and work experience.
* All employees and trustees are expected to reflect Sturfit’s values of inclusion and equality in their work.

**5. Training and Awareness**

* Sturfit will provide training and resources to trustees, staff, and volunteers to ensure they understand and uphold the principles of equality and diversity.
* The policy will be communicated to all individuals involved in Sturfit activities, including external contractors.

**6. Monitoring and Review**

* Sturfit will monitor its activities and service delivery to ensure compliance with this policy.
* The policy will be reviewed annually or in response to legislative changes.

**Approved by the Trustees on 15th January 2025**

Signed: 
**Courtenay Hitchcock**
Chair, Sturfit