



## Middle Marches Community Land Trust

### Equal Opportunity Policy

#### General Statement

The Middle Marches Community Land Trust will ensure that no job applicant, employee or volunteer receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, ethnic or national origin, age, gender, gender reassignment (trans status), marriage and civil partnership, pregnancy, maternity, sexual orientation or disability.

#### 1. Recruitment

Selection Procedures will be regularly reviewed to ensure all candidates are assessed on their relevant merits and abilities. Job descriptions and advertisements will not include references to non-essential experience or qualifications that might directly or indirectly discriminate against some candidates.

The premises used for the interview will, as far as practical, be made accessible to candidates with disabilities or family/carer responsibilities. Selection decisions will be based on the candidates' skills, experience and merit.

#### 2. Discrimination

All forms of discrimination are prohibited, including:

- Direct discrimination: Treating an individual less favourably due to a protected characteristic
- Indirect discrimination: When a uniform policy applied to everyone unfairly impacts people with a protected characteristic
- Harassment: Unwanted offensive, intimidating or demeaning behaviour directed at an individual based on their protected characteristic
- Victimisation: Treating an individual unfairly because they were involved in a discrimination or harassment complaint.

#### 3. Training

All employees and volunteers will be given equal opportunity and access to training to enable them to progress both within and outside the organisation.

#### 4. Terms and conditions

No job applicant, employee or volunteer will be offered terms and conditions that are less favourable because of their race, colour, nationality, religion or belief, ethnic or national origin, age, gender, gender reassignment (trans status), marriage and civil partnership, pregnancy, maternity, sexual orientation or disability. This includes

matters of recruitment, induction, conduct at work, and disciplinary and grievance procedures. The bases for promotion or selection are objective criteria, measurable performance, and the applicant's ability for the job.

## **5. Premises**

MMCLT will make reasonable adjustments so that disabled employees, volunteers or job applicants are not placed at a disadvantage during recruitment or in carrying out their normal duties. Buildings to be hired by MMCLT for events and training will be accessible to all.

## **6. Third Parties, Beneficiaries and the Community**

MMCLT will ensure equal opportunity in the provision of services, including use of the land and access to events.

Contractors and partners are expected to adhere to the standards set out in this policy.

## **7. Responsibilities**

All employees and volunteers have a duty to act in accordance with this policy and to support its implementation.

## **8. Reporting and Monitoring**

Employees or volunteers wishing to lodge a complaint should contact the MMCLT Board Chair.

MMCLT will anonymously monitor applicant diversity to ensure recruitment efforts reach a broad audience.

The policy will be included in any information provided to job applicants.

**This policy will be reviewed every two years, or sooner if required by changes in legislation or best practice.**