



## **Lingfield United Trust - Equality and Diversity Policy**

### **1 Statement of Policy**

The trustees of Lingfield United Trust are committed to promoting equality and diversity within our policies, practices and procedures. We recognise our responsibilities under the Equality Act 2010 This applies to all aspects of the work of the Lingfield United Trust and is promoted through the following values:

- Openness by encouraging and supporting new ideas that will improve the service that Lingfield United Trust provides.
- Respect towards each other
- Honesty by working in an ethical way
- Caring with dignity and respect for the individual
- Support individuals to develop equality and diversity awareness and understanding.

Lingfield United Trust is restricted under its governing documents to provide almshouses for older people with existing connections to the area we serve. In addition, it considers applications for grants for people residing in the ancient Parish of Lingfield in Lingfield, Dormansland and Baldwins Hill. The annual Christmas distribution of grants has a requirement for applicants to have been living within this boundary for a minimum of 5 years and to be 60 or over. Grants made throughout the year for specific items have been made without this requirement. Subject only to this restriction, the trustees do not discriminate on the basis of age, disability, gender, religion or belief, sexual orientation, marriage or civil partnership status.

- This policy relates to all residents, applicants for grants, trustees, and the Clerk to the Trustees .
- The trustees of Lingfield United Trust are ultimately responsible for ensuring that the policy is implemented and will not tolerate discrimination or harassment of any kind. Complaints of discrimination or harassment will be taken seriously and investigated.

### **2 Reporting procedure**

Any individual(s) who feel that they have suffered or witnessed any form of discrimination should follow Lingfield United Trust's Complaints procedure

### 3 Related policies and procedures

This policy does not work in isolation. It connects and interlinks with the following policies, and procedures

Letter of Appointment for Residents of Lingfield United Trust's Alms houses

Resident handbook

Complaints Procedure

Safeguarding Policy

### 4 This policy has been approved for issue by the board of trustees of Lingfield United Trust

Signature



Name Marion Wardell

Role: Chairman

Date 1<sup>st</sup> October 2018

Revised 16/05/2022

**Registered Charity no 1150971**

**Chairman** – Mrs Marion Wardell, 5 Wallace Square, Lavington Park, Petworth, West Sussex, GU28 0FJ tel 01798 867661

**Clerk to the Trustees** – *to be appointed*

*Lingfield United Trust registered address - 1 HoChee Cottages, Plough Road, Dormansland, Surrey RH7 6PS*

## **Appendix to Equality and Diversity Policy of Lingfield United Trust**

The Equality Act 2010 includes an exception for charities. This allows charities under certain circumstances to restrict benefits to people with a particular protected characteristic (but not a group defined by colour) if the restriction already appears in the charity's governing document.

### **Equality Act 2010 – Definitions**

**Age:** An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group they share the protected characteristic of age.

**Disability:** A person has a disability if they have a physical or mental impairment, and the impairment as a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Marriage and civil partnership:** A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

**Religion or belief:** Religion means any religion and a reference to religion includes a reference to a lack of religion.

A religion must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.

October 2018