

# **NAILSWORTH COMMUNITY LAND TRUST EQUALITY AND DIVERSITY POLICY**

## **INTRODUCTION**

Nailsworth Community Land Trust (the Trust) acknowledges and values the diversity of the people living and / or working in Nailsworth. The Trust strives to respond to the needs of the community in the housing and other projects that it develops. The Trust seeks to respect differences amongst the community and to ensure that all are treated fairly. The Trust expects the agencies with which it works in partnership to have Equality and Diversity Policies.

## **OUR LEGAL RESPONSIBILITIES**

The Equality Act 2010 requires people with the protected characteristics of: age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation to be protected from discrimination. As a Community Benefit Society, the Trust is committed to considering these protected groups when developing responses to housing need and community resources. All with a Nailsworth connection through residence and / or work are welcome to contribute to the work of the Trust.

## **SCOPE**

This includes all aspects of the Trust's activities and notably:

- Interaction with Nailsworth residents;
- Interaction with people in paid and voluntary employment in Nailsworth;
- Access to information about the work of the Trust;
- Feedback on the activities of the Trust including complaints and compliments;
- The basis of Local Lettings Plans in the identification of tenants for properties developed by or in partnership with the Trust;
- Development of Community Led Housing in the locality;
- Development of other community resources in the locality;

## **IMPLEMENTATION**

This statement will be implemented by the following actions:

- The Policy being displayed on the Trust's website;
- The existence of the Policy on the Trust's website being drawn to the attention of all service providers and potential contractors;
- The provision of opportunities for the community of Nailsworth to participate in the work and decision making of the Trust;
- The identification and pursuit of opportunities to promote equal opportunities and community cohesion in all that the Trust does;
- An annual review of the policy to ensure that it is relevant and up-to-date.

Approved by the Board: 11<sup>th</sup> March 2019

Review Date: March 2020