



Compton's Yard Charitable Trust  
**EQUAL OPPORTUNITIES POLICY**

## **1. Charitable aims.**

Compton's Yard Charitable Trust was set up in 1983 as a registered charity and company limited by guarantee. It was established to:

“Provide facilities and amenities for social welfare, particularly a centre for the benefit of the inhabitants of Llanidloes and the neighbourhood, without distinction of sex, sexual orientation, race or political, religious or other opinions, and to provide education, particularly in the arts and with special regard to the history, crafts and culture of the area of benefit.”

## **2. Commitment.**

Equality and inclusion are central to the Trust's purpose. CYCT is committed to anti-discrimination and to promoting and providing equality of opportunity through the way it works and in the activities and projects it provides and funds.

CYCT works with the requirements set out in the Equality Act 2010 and understands people are not allowed to discriminate, harass or victimise another person because they have a “protected characteristic”, are perceived to have or are associated with someone who has a protected characteristic. The protected characteristics are;

- Age
- Disability including health status
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity including breast feeding
- Race including nationality, colour , ethnic origin and those from a traveller and gypsy background.

- Religion and belief
- Sex
- Sexual orientation.

### 3. Practical guidelines

**a. Leadership:** Everyone involved in CYCT is responsible for the promotion of equality and non-discriminatory practice. The company secretary (Jane Callaghan) is the Board's equality champion and has overall responsibility for CYCT's equal opportunities policy.

To support the effective implementation of the policy, CYCT will bring this policy statement to the attention of all Board members, prospective Board members, employees and prospective employees, volunteers, tenants and all individuals and organisations who enjoy membership of CYCT.

**b. Trustees and Membership:** CYCT intends its Board of Trustees and its membership to reflect the local community it serves and actively seeks to maintain representation across all groups.

**c. Participation in activities and events:** CYCT aims to be inclusive and encourage participation and involvement from all sectors of the community. To support this trustees, employees and volunteers are expected to demonstrate inclusive and non-discriminatory behaviour and to actively encourage participation from all sectors of the community.

CYCT will also follow best practice guidance on inclusive communication where possible <http://odi.dwp.gov.uk/inclusive-communications/index.php> and aims to ensure that information about events, activities and meetings;

- are widely publicised
- are held in accessible venues where possible,
- reflect the interests of the whole community.

To encourage the involvement of disabled people we aim to reduce or eliminate any obstacles that could prevent a disabled person from participating in CYCT activities. If a disabled person is at a substantial

disadvantage because of the way we do things or the venues we use we will make reasonable adjustments.

CYCT also endeavours to ensure that all events and workshops are affordable for the local community. This is done by offering price concessions wherever possible.

**d. Employment:** CYCT is fully committed to providing equality of opportunity in recruitment, employment and volunteer opportunities. CYCT undertakes to widely publicise any work opportunities and to base selection on clearly stated objective criteria. CYCT will follow good practice guidelines in interviews and selection processes.

[http://www.acas.org.uk/media/pdf/p/9/Getting\\_it\\_right\\_factsheet\\_-\\_Recruitment\\_and\\_selection-accessible-version-July-2011.pdf](http://www.acas.org.uk/media/pdf/p/9/Getting_it_right_factsheet_-_Recruitment_and_selection-accessible-version-July-2011.pdf)

In addition CYCT is committed to maintaining equality of opportunity to employees post their employment by providing performance based employment references when asked for one.

**e. Project funding, room rental and other opportunities:** CYCT strives to promote these opportunities as widely and publicly as practicable. It does this by placing adverts about project funding, vacant rooms and other potential opportunities in well known “hot-spots” including local shops and community noticeboards across the community and on the website. Internal allocations, appointments or awards without such publicity will be regarded as illegitimate.

#### **4. Monitoring, training and complaints.**

**a. Monitoring:** CYCT reviews this policy annually and aims to gather and review feedback to help assess how effectively it is being implemented across all its activities and its role as an employer.

**b. Training:** CYCT aims to support its trustees, staff and sessional workers, volunteers and beneficiaries to be aware of equal opportunities principles and apply them in practice. Board members commit to keep up-to-date by receiving and reading regular bulletins from the Employers Network for Equality and Inclusion. <http://www.enei.org.uk/>

**c. Complaints:** Any complaints about the implementation of this policy should be sent to the CYCT company secretary. This can be done by email [secretary@comptonsyard.org.uk](mailto:secretary@comptonsyard.org.uk) by telephone or fax 01686 413 286 or by writing to 11-13 Great Oak Street, Llanidloes, Powys SY18 6BU.

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