Registered Charity 1075736

## Equal Opportunities Policy

## 1.0 Purpose:

- 1.1 The Trustees of the Inkberrow Millennium Green Trust (IMGT) are committed to equal opportunities for all Trustees, Advisers, volunteers and contractors. The Trust's governing document is its Trust Deed, dated 17 March 1999.
- 1.2 This policy is aimed at ensuring that Trustees achieve appropriate diversity and nondiscrimination in the running of the Millennium Green (the "Green") in line with the Trust Deed and as set out in the Equality Act 2010.
- 2.0 General statement:
- 2.1 The Trustees' policy is that decisions on new Trustees, volunteers, contractors and other parties required to be engaged to further the operation of the IMGT should be made on the basis of merit, transparent judgment, relevant experience and the legitimate needs of the charity. The Trust Deed provides for a vote to be taken on all matters.
- 2.2 The Trustees do not discriminate on the grounds of sex, race, disability, ethnic origin, sexual orientation or other protected characteristic set out in the Equality Act 2010.
- 2.3 Where possible, the Green is made accessible to disabled people for example, by the ramp pathway at the entrance and the level boardwalk around the historic moat. Grass paths in the first field are regularly cut by contractors (see also 4.1 below).
- 2.4 All those working to maintain and promote the Green can expect to work in an environment free from harassment, bullying, or any other activity, attitude or situation that prevents them fulfilling their potential and role.
- 3.0 New Trustees and volunteers:
- 3.1 The Trust does not have any paid employees. All Trustees, Advisers or volunteers, including the Clerk to the Trustees, are recruited and retained on a voluntary, unpaid basis.
- 3.2 In seeking new Trustees, the existing Trustees will have due regard to this policy and ensure that their decision is made solely on the basis of the skills, interest in the subject and experience of the prospective Trustee.
- 3.3 Any work opportunities that arise for example, if a new Clerk is to be appointed are advertised locally as appropriate and the selection made in line with Clause 2.2 above.

## 4.0 Contractors

4.1 The IMGT contracts professional services from time to time – for example, for tree surgery, grass cutting, or construction works. Providers of these services are selected solely on the basis of their expertise, previous work of quality with the Trust and other factors such as price, and in line with Clause 2.2 above.

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