



## **STRONSAY DEVELOPMENT TRUST**

### **EQUAL OPPORTUNITIES POLICY.**

It is the policy of The Stronsay Development Trust to treat all volunteers and employees and applicants in the same way, regardless of their race, colour, ethnic or national origin, religion, disability, sex, marital status, personal beliefs, sexual preference or age.

This policy will be issued to all volunteers, employees and applicants.

The Trust will continue to work to ensure that it monitors the composition of its volunteers and staff to reflect the overall population and take steps if it appears not fully effective in reflecting the population of the island.

Every member of the Trust board has personal responsibility for the implementation of this policy. Any queries or requests should be addressed to The Board of Trustees.

This policy applies to the advertisement of jobs, calls for volunteers and appointment to them. It also applies to the treatment of the public and those who receive a service from the Trust.

The Trust will explain this policy to all who concerned and issue a copy to all new volunteers and staff at their induction.

The Trust will ensure that training in Equal Opportunities is regarded as mandatory at Board level with a designated person being trained to meet its obligations in law.

The Trust is concerned that all members, volunteers and staff feel able to raise grievances and no individual will be penalised for raising such a grievance unless it is made in bad faith.

The Trust will take steps to ensure that agencies and contractors who work on its premises are made aware of its policies and comply with them.

