



EQUALITY AND DIVERSITY POLICY

Statement of Policy

The trustees of Ottery Feoffee Charity 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 Ottery Feoffee Charity and is promoted through the following values:

- Openness by encouraging and supporting new ideas that will improve the service that Ottery Feoffee Charity 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.

The Ottery Feoffee Charity is restricted under its governing documents to provide homes for the needy who have a connection with the town of Ottery St Mary. Subject only to this restriction, the trustees do not discriminate regardless of age, disability, gender, religion or belief, sexual orientation, marriage, or civil partnership status.

The Ottery Feoffee Charity does not discriminate on the grounds of disability and will take all reasonable measures to accommodate people with disabilities, subject to the limitations of the accommodation available.

This policy relates to all residents, trustees, contractors and visitors.

The trustees of Ottery Feoffee Charity are ultimately responsible for ensuring that the policy is implemented.

The Ottery Feoffee Charity has designated the Clerk as the person who takes lead responsibility for equality and diversity.

Contact details are clerk.feoffee.osm@gmail.com.

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The trustees of Ottery Feoffee Charity will not tolerate discrimination or harassment of any kind. Complaints of discrimination or harassment will be taken seriously and investigated.



Reporting Procedure

Any individuals who feel that they have suffered or witnessed any form of discrimination should follow the Ottery Feoffee Charity complaints procedure.

Related policies and procedures

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

- Letter of Appointment
- Safeguarding policy
- Resident handbook
- Trustee induction.