

## **MINEHEAD AND COAST DEVELOPMENT TRUST**

### **Equal Opportunities Policy**



The Minehead and Coast Development Trust (MCDT) is committed to promoting equal opportunities and wishes to enable equal chances for everyone to participate in its work. The Trust therefore aims to:

- Encourage equality of opportunity for all people and actively promote good relations. Eliminate any conditions, procedures and individual behaviour that can lead to discrimination, even where there was no intent to discriminate
- Encourage through its policies and training, to create a prejudice-free and supportive working environment
- Offer services fairly to all people, ensuring that anyone in contact with the organisation is treated with respect, making provision for those groups within the community whose needs and expectations are less well met
- Comply with all legislation dealing with discrimination and the promotion of equality, following the codes of practice issued to support this legislation
- Ensure all policies, procedures, guidelines, and circulars reflect and reinforce the Trust's commitment to equality
- Ensure mechanisms are in place for responding to complaints of discrimination and harassment from participants and the public
- Encourage disadvantaged groups and individuals to participate in the community
- Make this policy known to all participants, local citizens and partner organisations
- Operate procurement practices and partnership arrangements that ensure others commissioned to provide services for the Trust to have similar policies that cover equal opportunities
- Periodically review the Equal Opportunities policy and training needs

### **Accessibility**

The Trust wishes to take positive action to improve and increase physical access to the activities of MCDT. The Trust therefore aims to:

- Facilitate physical access into the buildings it controls and improve access into as many of its spaces as possible
- Monitor and evaluate accessibility in order to make improvements
- Use communication methods that are appropriate and sensitive
- Publicise the variety of ways in which activities can be accessed
- Work with partner organisations and agencies delivering services on behalf of the Trust, or other partners to enhance access to services
- Explore multi-channel access to information and services that extends choice and convenience to its participants and customers

The Equal Opportunities Policy is agreed and endorsed by the whole Trust Board who jointly take responsibility for ensuring its implementation, compliance, and monitoring. This will be carried out by consulting with users and potential users on a periodic basis to

understand the needs and expectations of participants, volunteers, potential users and the public.