



## The Nayamba Trust Equality and Diversity Policy

### Statement of Intent

In carrying out its functions as a Charitable Trust, The Nayamaba Trust is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

### About our policy

This policy is intended to demonstrate our commitment to eliminating discrimination and encouraging and valuing diversity among its volunteers, partners, suppliers and users of the events we organise and Trustees.

We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010:

*Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.*

### Our responsibilities

The Nayamba Trust understands that for equality to be achieved this policy needs to be made understandable to, and embraced by volunteers, suppliers, partners and trustees.

All volunteers, suppliers, partners and Trustees have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

Overall responsibility for the implementation of this policy lies with the The Nayamaba Trust Trustees.

### Our commitments

The Nayamaba Trust recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do.

We will seek to create an environment in which diversity and the contributions of all volunteers, suppliers, partners and trustees are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice in all the events and activities that the charity is involved with.

### Working with contractors, suppliers and partners

It is important to us that suppliers, contractors and any other individual or organisation working on behalf of The Nayamaba Trust are aware of and agree to comply with our equality and diversity policy while that work is underway. In addition we are committed to:

- using accessible venues for events and meetings;
- using plain English, and offering accessible communications, for example, emails, letters, reports and publicity materials as far as is reasonably practicable.