



www.mvt.org.uk

The Military Vehicle Trust

EQUALITY & DIVERSITY

POLICY

The Military Vehicle Trust is committed to encouraging equality and diversity among our officers, trustees, managers, administrators, members and volunteers and to eliminating unlawful discrimination.

The aim is for our officers, trustees, managers, administrators, members and volunteers to be truly representative of all sections of society and for everyone who comes into contact with the Military Vehicle trust to feel respected and able to give their best.

The Military Vehicle Trust, in providing membership services and organising events and activities, is committed against unlawful discrimination of the public.

The policy's purpose is to:

- provide equality, fairness and respect for all involved in our activities, whether temporary, part time or full time
- not unlawfully discriminate and recognise the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes membership benefits, volunteering, dealing with grievances, requests for flexible volunteering, training and developmental opportunities

The Military Vehicle Trust commits to:

- encourage equality and diversity in all our activities as they are good practice and make sense
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued

This commitment includes training officers, trustees, managers, administrators, members and volunteers about their rights and responsibilities under the equality policy. Responsibilities include officers, trustees, managers and administrators conducting themselves to help the Military Vehicle Trust provide equal opportunities for members and volunteers, and to prevent bullying, harassment, victimisation and unlawful discrimination.

Everyone involved with the Military Vehicle Trust should understand they are held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their service, against fellow officers, trustees, managers, administrators, members, volunteers, suppliers, visitors and the public.

The Military Vehicle Trust:

- takes seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow officers, trustees, managers, administrators, members, volunteers, suppliers, visitors, the public and any others in the course of their involvement with our organisation.



www.mvt.org.uk

The Military Vehicle Trust

EQUALITY & DIVERSITY

POLICY

Such acts will be dealt with under our complaints procedures, and any appropriate action will be taken. Particularly serious complaints could lead to the perpetrators being ejected from the Military Vehicle Trust.

Sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997, which is not limited to circumstances where harassment relates to a protected characteristic, is a criminal offence.

The Military Vehicle Trust

- make opportunities for training, development and progress available to all officers, trustees, managers, administrators, members and volunteers who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- make decisions concerning officers, trustees, managers, administrators, members and volunteers based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act)
- review activities and procedures when necessary to ensure fairness, and also update them to take account of changes in the law
- monitor the make-up of officers, trustees, managers, administrators, members and volunteers regarding information such as age, ethnic background, sexual orientation and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

This equality & diversity policy is fully supported by the trustees of the Military Vehicle Trust.

Details of the organisation's complaints and whistleblowing procedures can be found at on our website at: <https://www.mvt.org.uk/policies> To raise a grievance, please follow the guide lines in our Complaints Policy

Use of the organisation's procedures does not affect rights with respect to any other laws and legislation.