

DUNTON GREEN EDUCATION IN FULL

Equal Opportunities Policy

Introduction

Education in Full (EiF), as an educational grant making foundation, has a part to play in reducing the disadvantages which certain people and groups have experienced, both now and in the past. We also want our members (that is trustees) to be truly representative of the community they serve.

We extend the same principle to everyone. We recognise that, while much can be achieved through developing policies and procedures to meet legal and other obligations, genuine equal opportunities requires the commitment and participation of all our members/trustees.

The Law

We wholeheartedly accept the statutory requirements laid down in the Equality Act. It is unlawful to discriminate directly or indirectly in recruitment because of age, disability, sex, gender re-assignment, pregnancy, parenthood, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as 'protected characteristics'.

In addition, the trustees of EiF should not discriminate against or harass a member of the public in providing grants or raising money for the Foundation. It is unlawful to fail to make reasonable adjustments to overcome barriers caused by disability when participating in any function or fundraising for the charity. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to participate as a trustee or at any event for the charity. In addition, the trustees have an obligation to think ahead and address any barriers that may impede disabled people from participating.

Unlawful discrimination can include:

- Direct discrimination – where a person is treated less favourably than another because of a protected characteristic
- Indirect discrimination – where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic.
- Harassment – where there is unwanted conduct, related to one of the protected characteristics.
- Associative discrimination – where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

- Perceptive discrimination – where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic.
- Third-party harassment – when a trustee is harassed by third parties such as parents and the harassment is related to a protected characteristic and the board of trustees has failed to take action.
- Victimisation – where a trustee is subject to a detriment because he/she has made or supported a complaint or raised a grievance, or because he/she is suspected of doing so.
- Failure to make reasonable adjustments – where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic and the board of trustees has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

Responsibilities

The Charity's trustees are responsible for promoting equal opportunities and ensuring that the Equal Opportunities Policy is implemented fairly and effectively.

The Chair will ensure the implementation and effectiveness of the policy and report to the board annually

It is the individual responsibility of every trustee to seek to ensure the practical application of the policy. EiF wishes to state explicitly that acts of direct and indirect discrimination and failure to comply with the provisions of the policy cannot and will not be tolerated, will be investigated, and the results discussed by the board of trustees as to what, if any, action needs to be taken.

In addition, if any trustee considers that he or she is the subject of, or witnesses, unequal treatment, they should report and discuss this with the Chair or, if the Chair is involved, another trusted trustee, and a decision made on what action to take. All this will be reported to the board of trustees and, if deemed serious, a trustee may be asked to resign.

Equal Opportunities Statements of Policy

The following statements of policy provide a framework within which we will seek to avoid discrimination in our charity and its work.

- EiF aims to achieve genuine equality of opportunity in all aspects of its activities.
- We recognise that certain groups in our society are discriminated against, directly or indirectly, intentionally or unintentionally. We aim to promote equal access and appropriate levels of take-up of our grants by all groups in the community of Dunton Green Primary School.
- We recognise that not all members of the Dunton Green community understand the needs of some children at the local School. In seeking support for this charity we will

aim to inform and involve as wide and diverse group of the population as possible and provide a wide range of opportunities to be involved, always ensuring accessibility.

Equal Opportunities for Trustees

- This policy is made available to all EiF trustees on the EiF IT system and discussed with them by the Chair as part of their induction.
- Information, training, advice and guidance, as appropriate, will be given to the trustees involved in the recruitment and selection process.
- Links will be sought with a diverse range of groups to promote and encourage the recruitment of trustees from all backgrounds.
- Advertisements, job descriptions, application forms and person specifications for trustees will be designed to ensure that no unnecessary requirements or qualifications are called for. Unrelated criminal convictions will not be taken into account.
- All potential applicants for the role of trustee will be asked to complete and return a diversity monitoring form so we can check how inclusive our recruitment processes are.
- Interviewers will take an unbiased approach, asking only those questions which relate to the role and are non-discriminatory.

Equal Opportunities in Grant Making

- The opportunity to apply for grants will be promoted to all parents in the School
- All families who seek support from EiF will be accorded equal respect and the same prompt response.
- The diversity of families is acknowledged and valued and access to grants shall only be limited according to our published criteria.
- There will be an annual review by the trustees to monitor that diversity has been respected in assessing grant applications and how inclusive our grant making has been.

Equal Opportunities in Fundraising

- We will ensure that information about EiF and the chance to support fundraising opportunities is made known to as many of the local population as possible.
- A range of fundraising opportunities will be provided to ensure people with diverse interests, ages, and abilities have the opportunity to participate, even if they are unable to contribute financially at events.
- When fundraising events are held, we will ensure as far as is possible, that the venues are accessible in accordance with the Equality Act.

Complaints

- If anyone has concerns about discrimination or harassment by the trustees or their representatives at events, that person will immediately be assured of the organisation's

concern for them and that it will be addressed by the Board. If the person raising a concern accepts this, an apology will be made to them at the time.

- If the person wishes to take a complaint further, they will be encouraged to report the facts to the organisation as soon as possible in writing, either by post or email, and will be provided with a copy of this Policy.
- Complaints will be handled by 2 trustees including the Chair. All those involved in what caused the complaint will be asked separately for their experience of what happened – facts and feelings. Wherever possible a mediated reconciliation will be gained and an apology made.
- If the incident is serious or has serious implications, a Board meeting will be called with the written evidence presented and a decision on what action to take. If the complaint is malicious or damages the reputation of EiF, discussion will also include how the reputation of the charity can be restored.
- EiF will review its Equal Opportunities policy and procedures in the light of any complaint and action taken.

Monitoring

Effectiveness of this policy will be monitored and reviewed by the Trustee Board annually.

Last Reviewed April 2025