

Equality and Diversity Policy

16 June 2018

Biggar Corn Exchange Ltd 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 we do. Our intention is to demonstrate our commitment to eliminating discrimination and encouraging and valuing diversity among staff, volunteers, partners, suppliers, hirers, users of our services and Trustees.

Biggar Corn Exchange Ltd aims to create an environment which respects and welcomes everyone and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated. This particularly applies in relation to the nine 'protected characteristics' named in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation. We welcome and will encourage diversity. This includes seeking to involve those who may not fall into any of the categories to which we refer but who may be in some way disadvantaged in relation to educational or development opportunities.

We will assess any significant new or revised policies and procedures for their impact on equality and embed equality and diversity into our development plans.

Any person believing that a breach of this policy has occurred should, in the first instance raise this with Barbara Duffner (01899 220258, bd@ph-walk.demon.co.uk) who may seek further information and will then refer the matter to one of the Trustees. That Trustee will ensure that an appropriate investigation is undertaken and, should the matter be incapable of or inappropriate for resolution by conciliation, refer the matter to the Board of Trustees.

The Policy will be reviewed and monitored annually by the Trustees.

Biggar Corn Exchange Ltd

Biggar Corn Exchange is incorporated in Scotland as a company limited by guarantee, no. SC368706

Registered with the Office of the Scottish Charity Regulator, no. SC032641

Registered office: Pheasant Walk, Shieldhill Road, Biggar ML12 6NA