

# **THE PRICEHOLME TRUST CIO** **EQUALITY AND DIVERSITY POLICY**

Registered charity number: 1185571

## **1. Statement of Policy**

The Trustees of The Priceholme Trust CIO (the Charity) are committed to promoting equality, diversity and inclusion in all the Charity's policies, practices and procedures.

The Charity and its Trustees will treat all individuals fairly and with dignity regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics).

The Charity seeks to foster an inclusive environment where everyone feels valued, respected and able to participate fully in community life.

## **2. Legal Framework**

The Trustees recognise their responsibilities under the Equality Act 2010. This policy applies to all aspects of the Charity's work and is promoted through the following values:

- Openness by encouraging and supporting new ideas that improve the service provided
- Respect towards each other and those we interact with
- Honesty by working in an ethical way
- Caring with dignity and respect for the individual
- Supporting individuals to develop equality, diversity and inclusion awareness

## **3. Scope**

This policy relates to all residents, trustees, staff, volunteers, contractors and visitors. Every person who interacts with the Charity should feel equally welcome.

## **4. Discrimination and Harassment**

The Trustees will not accept discrimination or harassment by or against those who work with, are supported by, volunteer for or interact with the Charity.

Harassment includes unwanted conduct related to a Protected Characteristic that violates a person's dignity or creates an intimidating, hostile, degrading or offensive environment.

## **5. Almshouse Eligibility**

The Charity is restricted under its governing document to provide almshouse accommodation for persons:

- (a) of good character;
- (b) who are wholly or in part unable to maintain themselves by their own exertions;
- (c) who have a demonstrable housing need; and
- (d) who are capable of independent living.

Subject only to these restrictions, the Trustees do not discriminate or treat individuals less favourably because of any Protected Characteristic.

## **6. Reasonable Adjustments and Accessibility**

The Charity will make reasonable adjustments to remove barriers for disabled residents, staff, volunteers and visitors in accordance with the Equality Act 2010, subject to the limitations of the accommodation available and the resources of the Charity.

Information will be made available in accessible formats on request.

## **7. Recruitment and Resident Selection**

The appointment of residents to almshouse accommodation and the recruitment of employees and volunteers will always be conducted on the basis of merit against objective criteria that avoid discrimination.

## **8. Implementation and Responsibility**

The Trustees are ultimately responsible for ensuring that this policy is implemented.

The Charity has designated the Chairman of Trustees as lead for Equality, Diversity and Inclusion.

Contact: [tobinfdenis@gmail.com](mailto:tobinfdenis@gmail.com) 07932 984774

## 9. Training

Trustees, staff and volunteers will receive appropriate equality and diversity awareness training.

## 10. Monitoring

Where appropriate and proportionate, the Trustees may collect and review equality information to monitor fairness in recruitment, resident selection and service provision. Any such information will be collected and processed in line with data protection requirements.

## 11. Breaches of this Policy

The Trustees will not tolerate discrimination or harassment of any kind. Complaints will be taken seriously and investigated in line with the Charity's Complaints Procedure.

## 12. Related Policies

This policy should be read in conjunction with:

- Safeguarding Policy
- Code of Conduct
- Data Protection Policy
- Complaints Procedure
- Residents' Handbook and Letters of Appointment

## 13. Policy Review

This policy has been approved by the Board of Trustees of the Priceholme Trust CIO and will be reviewed annually or sooner if legislative or regulatory changes require.

Approved by the Board of Trustees

Signature: .....

Name: Tobin Dennis, Chairman of Trustees

Date: 12<sup>th</sup> February 2026

## Appendix

The Equality Act 2010 includes an exception for charities. This allows charities under certain circumstances to restrict benefits to people with a particular Protected Characteristic (but not a group defined by colour) if the restriction already appears in the charity's governing document.

### Equality Act 2010 – Definitions

**Age:** An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group they share the protected characteristic of age.

**Disability:** A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Marriage and civil partnership:** A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

**Pregnancy and maternity:** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race including colour, nationality, ethnic or national origin:** A race can mean a person's colour, or nationality (including your citizenship). It can also mean a person's ethnic or national origins, which may not be the same as their current nationality.

**Religion or belief:** Religion means any religion and a reference to religion includes a reference to a lack of religion. A religion must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.

**Sexual Orientation:** A person has the protected characteristics if they are heterosexual, gay, lesbian or bisexual or if they are perceived to have a particular sexual orientation or a person is connected to someone who has a particular sexual orientation.

**Sex:** People having the protected characteristic of sex being a man or a woman, and that men share this characteristic with other men, and women with other women.

<https://www.gov.uk/government/publications/equality-act-guidance-for-charities>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<http://www.legislation.gov.uk/ukpga/2010/15/contents>