



Equality and Diversity Policy

Background

The Rose Gale Trust is committed to the principles of equalities and diversity and aims to secure genuine equality of opportunity, whether required by law or not in all aspects of its activities. This policy statement covers all:

- Trustees, volunteers and partners or employees (if any)
- grants awarded
- services, information or advice provided
- communications, marketing and publicity images, language, materials, systems and processes.

As well as accepting its responsibilities under the Sex Discrimination Act 1975, the Race Relations Act 1976, the Equal Pay Act 1970, and the Disability Discrimination Act 1995, together with all related legislation, the Rose Gale Trust is committed to the broad principles of social justice, and social inclusion - with particular reference to discrimination against, and protection of vulnerable children and young people.

We also recognise that the relevant acts may only provide a minimal level of protection, and that in order to ensure fairness and equality of opportunity action may be needed to overcome prejudice against certain groups of people.

We are committed to developing and using a range of monitoring and evaluation procedures in order to ensure that all activities carried out by the Trust adhere to this policy. Specifically, we will submit the content of the website and the Grant Application Form for review to an external organisation for comment regarding any potential barriers to open access.

This policy was reviewed and approved at the AGM held on 1 st February 2014.

Signed by: Peter Williams, Trustee, Chair of Meeting

(signature held on original copy on file with the Trust)