

EQUAL OPPORTUNITIES POLICY

for

DALGETY COMMUNITY TRUST

Introduction

DALGETY COMMUNITY TRUST (the Trust) is a registered charity as well as a company limited by guarantee. The Trust is run for the following purpose:

The Trust has been formed to benefit principally those parts of the KY11 9 and KY11 7 postcodes which lie within the Community Council area of Dalgety Bay and Hillend Community Council, as defined from time to time by Fife Council. The objectives of the Trust are:-

1. The advancement of community development (including urban and rural regeneration) principally within the community
2. The advancement of citizenship
3. The advancement of environmental protection or improvement
4. The provision of recreational facilities, or the organisation of recreational activities, with the object of improving the conditions of life for the persons for whom the facilities or activities are primarily intended
5. The advancement of the arts, heritage, culture or science
6. The relief of those in need by reason of age, ill-health, disability, financial hardship or other disadvantage

The Trust is a company limited by guarantee and a Charity, registered in Scotland and based at:

3 St David's Business Park,
Dalgety Bay,
Dunfermline,
Fife
KY11 9PF

Registered Charity Number: SC052690

Company Number: SC637544

Our Commitment

The Trust is committed to the principle of Equal Opportunities and will work towards this in everything it does in our community and beyond.

The Trust welcomes the statutory requirements laid down in the Equalities Act 2010 and is committed to complying with the Equalities Act 2010 and with such other Acts

and statutory requirements furthering equality of opportunity for all as these apply to its activities.

The Trust is committed to taking positive steps to ensure all its activities are based on the principle of full involvement where everyone, regardless of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

has an equal opportunity to contribute and participate in the work of the Trust.

Purpose of the Policy

The Trust recognises, respects and values diversity in its Trustee-Trustee-Directors, members and volunteers. The Trust has this policy because it is a people-led organisation that must always ensure it reflects the needs of its members, volunteers and the local community it serves.

This Policy is intended to guide the Trust to meet its legal, social and moral obligations in striving to eliminate all forms of discrimination, whether this be:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

No one should experience discrimination, and the Trust will treat all people with dignity and respect, valuing the diversity of all. The Trust's goal is to work towards a just society free from discrimination, harassment and prejudice. The Trust aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

To whom does this Policy Apply

This policy applies to all Trustee-Trustee-Directors of the Trust, members of the Trust, volunteers working with the Trust, and the general public. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustee-Trustee-Directors of the Trust.

Putting this policy into Action

Through this policy the Trust aims to:

- Ensure all its Trustee-Trustee-Directors, members, volunteers and everyone it engages with or serves is treated fairly and is not discriminated against
- Provide services that are accessible according to need
- Promote equality of opportunity and diversity in membership and volunteering
- Create effective partnerships with all parts of our community.

The Trust will do this by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles are embedded in our performance.
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs
- Ensuring Trustee-Trustee-Directors, members and volunteers are representative of the community
- Responding to Trustee-Trustee-Directors, members and volunteer's needs
- Recognising and valuing the differences and individual contribution that all people make to the Trust
- Challenging discrimination
- Providing fair resource allocation
- Being accountable

Implementing this Policy

The Trust intends to implement this policy by:

- Ensuring that Trustee-Trustee-Directors, members and volunteers are made aware, understand, agree with, and are willing to implement, this policy.
- Ensuring all Trustee-Trustee-Directors are given a copy of this policy as part of their induction
- Ensuring all members are aware of this policy when they apply to become a member
- Actively encouraging Trustee-Directors, to participate in anti-discriminatory training, and making time and resources available for such training
- Monitoring the activities, publicity and events provided by the Trust, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative

Any complaint of discrimination will be taken seriously and dealt with under the Trust's Complaints or Grievance Procedure. The Trustee-Directors will investigate promptly and take appropriate action where necessary.

Monitoring and Reviewing this Policy

The Trust has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential to measure effectiveness and plan progress. Monitoring will be proportionate, and data will be handled in accordance with data protection law.

The Trustee-Directors of the Trust will review the policy every two years.

This Policy is approved and robustly endorsed by DALGETY COMMUNITY TRUST.



Signed: _____ **PHILIP EVANS**
(CHAIR)

Date: 1st March 2026

Status Control

Version	Date	Status	Prepared By	Reason for Revision
1.1	March 2023		Phil Evans	Original Document
2.0	March 2026		Phil Evans	Revision to Reflect latest guidance