

Article 11 Trust
Equal Opportunities Policy

1. This policy sets out our commitment to equality arising from our legal obligations under the Equality Act 2010 and more generally.
2. The Article 11 Trust (A11T) is committed to providing equal opportunities to all involved in the organisation's work. A11T recognises that this means preventing discriminatory practices, and also actively seeking engagement of people from a diverse range of backgrounds and identities.
3. The policy below is intended to apply to all who may be involved with A11T. This potentially includes Trustees, contractors, grantees, volunteers, beneficiaries and paid staff. The policy will be made publicly available to all involved or interested in A11T's work.
4. It is the responsibility of everyone involved with the Trust to uphold this policy in practice.

5. Harassment and discrimination

- 3.1 All people involved with A11T have the right not to be harassed or discriminated against on grounds which include – but are not limited to – the list of the Equalities Act 2010 protected characteristics.
- 3.2 This includes discrimination on the basis of age, disability, race, skin colour, nationality, ethnic origin, national origin, gender identity or expression (including being or coming out as transgender), marital or civil partnership status, personal appearance, being pregnant or on maternity leave, educational attainment, genetic information, caring responsibilities, family situation, employment status, religion, belief or lack of religion/belief, sex, sexual orientation and socio-economic background.
- 3.3 This right is applied across all aspects of the organisation's work, including employment, recruitment and selection for roles of any kind, compensation, benefits, lay off, termination and all other conditions of engagement.
- 3.4 Harassment, bullying or conduct that adversely affects someone's dignity will not be tolerated whether or not it is related to their protected characteristics.
- 3.5 Harassment may include - but is not limited to - unwelcome comments, looks, tone of voice, body language, actions, materials, suggestions or physical contact which create an intimidating environment.
- 3.6 Anyone experiencing harassment is encouraged to report incidents to a Trustee.
- 3.7 A11T recognises that an individual may experience an incident as discriminatory, victimisation, harassment or bullying when this may not be evident to or intended by others.

A11T will promote open communication so where possible conflicts and misunderstandings can be addressed and resolved at an early stage.

3.8 All incidents of discrimination, victimisation, harassment or bullying of people involved with A11T or participating in its services will be treated as a serious matter. Formal action may be taken that could involve the termination of an individuals' relationship with A11T or the withdrawal of access to services.

3.9 All complaints and concerns raised will be taken seriously and looked into promptly and in accordance with recognised good practice. No one will be victimised for raising such concerns. However, action may be taken in response to false allegations made in bad faith, for example out of malice.

4. Accessibility

4.1 A11T will take seriously its legal duty to make reasonable adjustments for disability.

4.2 A11T employees, volunteers and service users who are disabled or become disabled are encouraged to inform A11T of their disability so a discussion can take place about whether any reasonable adjustments may be made to accommodate their needs. Careful consideration will be given to any proposals and, where reasonable and reasonably practicable, such adjustments will be made. There may, however, be circumstances where it will not be reasonable or reasonably practicable to accommodate all proposals.

4.3 A11T strives to continually improve the accessibility of all and any materials, resources, activities and events it is involved in, and to create a working environment that is safe, practical and welcoming for all those involved with the organisation.

4.4 A11T will work towards making all such resources and activities safe, supported and accessible, particularly for disabled people and people from backgrounds or identities under-represented in the organisation.

4.5 A11T will promote fair access to opportunities to be involved with it, whether as a trustee, volunteer, employee or self-employed contractor. It will promote fair access to training, development and other opportunities that may arise.

4.6 All our policies, procedures and practices and A11T services (including any materials, resources and events) will be developed and regularly reviewed with equality considerations in mind.

4.7 Recruitment, selection, promotion, training or any other benefit will be on the basis of aptitude and ability.

4.8 A11T will treat people fairly and no one will be disadvantaged by a condition or requirement which is not justified by the genuine needs of their role or the proposed role.

5. Positive action in selection for organisational roles

5.1 A11T aims to ensure that all selection and recruitment processes are as inclusive and accessible as possible and to encourage involvement from people of all backgrounds and identities.

5.2 Particularly, A11T believes in the importance of actively encouraging involvement from people of backgrounds/identities that are currently under-represented in the organisation and wider non-profit sector, and/or those that face particular challenges in accessing their rights under Article 11 of the ECHR.

5.3 To this end, A11T may take steps geared towards Positive Action in selection for organisational roles, for example adapted recruitment or interview processes based on fulfilment of particular criteria. Ultimate selection of all contractor, volunteer, Trustee or staff roles at A11T will be based on merit alone.

5.4 Positive Action will be in line with what is permitted by the Equality Act 2010.

6. Movement consciousness, solidarity and learning

6.1 A11T recognises that combatting discrimination entails a process of continual learning, and as such is committed to proactively learning from people of a range of identities and seeking out information on different forms of discrimination, in order to prevent and challenge discrimination in the organisation and its wider operational context.

6.2 A11T will regularly review and iterate its Equal Opportunities Policy and other relevant protocols, adapting and updating as needed.

6.3 A11T recognises that its work exists in the context of an ever-shifting political and cultural landscape, and as such that perceptions and meanings attached to particular concepts, words, phrases and imagery are not fixed. A11T aims to critically evaluate materials and resources it produces on an ongoing basis, in order to avoid using language or frames that reproduce systems of discrimination and/or oppression.

6.4 A11T recognises that effectively combating discrimination requires a willingness to listen and learn from those affected by discrimination in its different forms and welcome feedback and challenge.

6.5 A11T will offer training to its trustees, employees and volunteers on equality and encourage them to seek advice if they are at all unsure about what is expected of them.

6.6 A11T aims to allocate its resources where the need is greatest in relation to its stated purposes and objects. In relation to this, A11T believes that building strong, respectful and mutually beneficial relationships based on solidarity with people and communities of identities/backgrounds that face particular challenges in accessing their rights under Article 11 of the ECHR is a key element in delivering on A11T's objectives.

7. Wider Implementation

7.1 A11T funding criteria will be fair and objective

7.2 A11T will aim to allocate resources to where the need is greatest in relation to its charitable purpose and strategic objectives and recognise some people and communities face particular challenges in accessing their rights under Article 11 of the European Convention on Human Rights.

7.3 A11T will treat people fairly and will not unlawfully discriminate in the provision of its services. Access to its services will be based on fair and objective criteria.

8. Partner Organisations

8.1 While recognising that other organisations will have different capabilities and organisational capacity, A11T will nonetheless require any organisations it works in partnership with, for example as grantor and grantee, to adhere to minimum requirements with respect to equal opportunities.

8.2 A11T's partners will be expected to demonstrate a commitment to eliminating unlawful discrimination, advancing equality of opportunity, promoting diversity.

8.3 A11T's partners will be expected to be fully supportive of the UK's ratification of the European Convention on Human Rights and its incorporation into UK law as a result of the Human Rights Act 1998.

8.4 A11T's partners will be expected to have a clear written equality policy, to actively promote equality in practice, and to expect similar standards of conduct from their supporters.

All involved with A11T are expected to read, understand and adhere to this policy. Ultimate responsibility for ensuring that it is consistently adhered to lies with the Trustees.

APPENDIX – Definitions and explanatory information

- **Equality** means ensuring everyone is able to participate in all our activities on an equal footing.
- Equality is sometimes described as being based on two principles: equal treatment and equal opportunity. As such, **equal opportunities** is largely about fair access.
- **Diversity** acknowledges there are differences between people which should be recognised, respected and celebrated.
- **Harassment** involves unreasonable or offensive behaviour that causes a person to feel hurt or embarrassed and may or may not be because of someone's protected characteristics. It may be persistent or an isolated incident. The main thing is that this behaviour is unwanted.
- **Victimisation** is when a person is subject to a detriment because they complained about discrimination or helped someone who has been discriminated against.

- **Bullying** involves behaviour that repeatedly demeans, devalues or intimidates. A person who is being bullied can feel worthless or threatened. It can involve the abuse or misuse of position. It is rarely a single incident and is more often a build-up of many small incidents, which often involve persistent criticism. It may involve shouting, personal insults and public humiliation. It may also involve more subtle methods such as ignoring or leaving a person out. It does not normally include a single incident where the stress of the moment causes behaviour to get worse for a brief period.
- The **Equality Act 2010** replaced previous legislation such as the Race Relations Act, Disability Discrimination Act etc. and ensures a consistent approach to issues concerning equality.
- The following **protected characteristics** are covered by the Act:
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and civil partnerships
 - Pregnancy and Maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual Orientation
- The Act makes it unlawful to discriminate (directly or indirectly), harass or victimise a person on the basis on someone's protected characteristics.
- The Act applies to employment and to the provision of goods and services.
- The Act says employers can, in some situations, take steps to help certain disadvantaged groups access employment or training. This is called **positive action**.
- The Act permits discrimination in some circumstances and provides for some specific exemptions.
- The Act also places a legal duty on the public sector to eliminate unlawful discrimination, advance equality of opportunity and promote diversity.
- There are other relevant laws, like the right to the same terms for like work, work rated as equivalent, or work of equal value and the right of part-time and fixed-term workers have the right to not be treated less favourably than an equivalent full-time worker.
- For the purposes of the Equality Act a person has a **disability** if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. In addition to the legal requirement not to discriminate against a person with a disability there is also a duty on employers and service providers to make reasonable adjustments to enable access and participation.
- For the purposes of the Equality Act a person has the protected characteristic of **gender reassignment** if they propose to change their gender or have done so.
- For the purposes of the Equality Act, **race** refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

- For the purposes of the Equality Act, **religion** refers to any religion, including a lack of religion and **belief** refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect a person's life choices or the way they live for it to be included in the definition.
- Further information about the Equality Act is available at www.equalityhumanrights.com