



*Dedicated to the protection, interpretation  
and presentation of battlefields*

**[www.battlefieldstrust.com](http://www.battlefieldstrust.com)**

## **BATTLEFIELDS TRUST - EQUAL OPPORTUNITIES POLICY STATEMENT**

### **Position Statement**

*In protecting and promoting greater awareness and understanding of battlefields, the Battlefields Trust values input from diverse perspectives and cultures and is committed to treating all people equally and with respect, irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.*

### **Trust Activities**

In pursuing its objectives and planning and delivering activities, the Trust will seek to ensure (so far as its resources and factors beyond its control permit) that they are available and accessible to all and will consider action that can be taken when it is apparent that particular groups are under-represented.

The Trust will seek to ensure equal treatment in all its interactions, whether with the public and external partners or internally with volunteers, members, clients, consultants and staff (if appointed). It will also ensure that its management processes, such as making appointments and contracting services, are carried out with due regard to its equal opportunities principles.

### **Discrimination and Harassment**

The Trust recognises that people may face discrimination and harassment related to the personal characteristics identified above and will not tolerate such discrimination or harassment in any activity within the Trust's control. Complaints of discrimination or harassment, whether arising from within or outside the Trust can be raised under the Complaints Policy which is available on the Trust's website.

### **Application of Policy Statement**

This policy statement applies directly to Trustees, Trust Officers, volunteers having management responsibilities and anyone otherwise authorised or contracted to act on behalf of the Trust. The Trust also expects its members to observe the underlying principles in the policy statement when engaged in Trust activities and interactions.

### **Monitoring and Review**

The Trust will monitor the effectiveness of this policy statement which will be reviewed on a regular basis.

***October 2019***

**Registered Charity No: 1017387**

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