

KING'S HOUSE EQUALITY AND DIVERSITY POLICY AS A SERVICE PROVIDER

POLICY STATEMENT

- The King's Arms Trust provides hospitality services through the use of King's House that are open to all.
- The Trust recognises that unlawful discrimination and victimisation is unacceptable. It is the aim of the Trust to ensure that no person receives less favourable facilities, services or treatment (either directly or indirectly) on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.
- We oppose all forms of unlawful discrimination or victimisation. To that end, the purpose of this policy is to provide equality and fairness for all who use our facilities.
- Our staff will respect and serve everyone who uses our facilities and will not unlawfully discriminate or harass, directly or indirectly, other staff members, visitors or volunteers because of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.
- This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

OUR COMMITMENT

- To create an environment in which individual differences are recognised and respected.
- Any breaches of this policy by staff members will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Directors and Senior Leadership Team.
- This policy will be monitored and reviewed regularly.

RESPONSIBILITIES OF MANAGEMENT

The Senior Leadership Team and other line managers are responsible for ensuring the effective implementation and operation of these arrangements. They will ensure that:

- All their staff are aware of the policy and the arrangements, and the reasons for the policy.
- Grievances concerning discrimination are dealt with properly, fairly and as quickly as possible.
- Proper records are maintained.