

STEPHEN SPENDER TRUST

Equal Opportunities Policy

OUR VALUES

We are committed to fighting for equal opportunities and developing non-discriminatory practices across all potential categories of discrimination. This commitment is enshrined in the reasons for which we were established as a charity, in what we do as a charity, and in our active ongoing choice of the demographic we aim to serve.

Discrimination on the basis of any category covered by the Equality Act 2010 is not tolerated at SST, including: age, race, ethnicity or nationality, sex, gender identity or gender reassignment, sexual orientation, disability, pregnancy/maternity/paternity, marriage and civil partnership, religion or belief, linguistic ability, perceived social class or level of education.

All employees of SST (including freelancers and volunteers working in any capacity for SST) are expected to respect and act in accordance with these values. Any form of bullying or harassment on the basis of any of these categories is wholly unacceptable to SST, and subject to disciplinary action. Although bullying is not illegal under the Equality Act 2010, it will not be tolerated under any circumstances. Harassment is a crime under the Act and will be treated as such at SST. Definitions of these terms are at the end of this document.

OUR AIM

We aim to actively encourage diversity amongst our employees, board of directors, partners, contractors and service providers, and want each individual with whom we work to feel respected and able to develop their full potential.

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Caroline Moorehead, CBE

Alastair Niven*

Saskia Spender

Tim Supple

*Also a Trustee

OUR COMMITMENTS

1. To comply with statutory obligations as an employer in respect of current equalities, employment and human rights legislation.
2. To actively oppose all forms of unlawful and unfair discrimination
3. To ensure that every employee is entitled to a working environment that promotes dignity and respect to all, and recognises their contribution.
4. Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
5. Selection for employment, promotion and progression opportunities, as well as training or any other benefit, will be on the basis of aptitude and ability.
6. At the same level of aptitude and suitability, applicants with a Black, Asian, Minority Ethnic background, who speak English as an Additional Language or who are disabled will be preferred; we will make reasonable disability adjustments.
7. To ensure our services, membership opportunities, employment procedures and management and decision-making processes are accessible to everyone.
8. To ensure our partners, contractors and service providers adhere to statutory obligations, and are aware of our commitment to equal opportunities.

DEFINITIONS OF KEY TERMS

Harassment (according to Equality Act 2010 section 26)

(1)

A person (A) harasses another (B) if—

(a)

A engages in unwanted conduct related to a relevant protected characteristic, and

(b)

the conduct has the purpose or effect of—

(i)

violating B's dignity, or

(ii)

creating an intimidating, hostile, degrading, humiliating or offensive environment for B.

(2)

A also harasses B if—

(a)

A engages in unwanted conduct of a sexual nature, and

(b)

the conduct has the purpose or effect referred to in subsection (1)(b).

(3)

A also harasses B if—

(a)

A or another person engages in unwanted conduct of a sexual nature or that is related to gender reassignment or sex,

(b)

the conduct has the purpose or effect referred to in subsection (1)(b), and

(c)

because of B's rejection of or submission to the conduct, A treats B less favourably than A would treat B if B had not rejected or submitted to the conduct.

(4)

In deciding whether conduct has the effect referred to in subsection (1)(b), each of the following must be taken into account—

(a)

the perception of B;

(b)

the other circumstances of the case;

(c)

whether it is reasonable for the conduct to have that effect.

(5)

The relevant protected characteristics are—

age;

disability;
gender reassignment;
race;
religion or belief;
sex;
sexual orientation.

This policy was approved by the Board of Trustees in November 2020

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If you would like a copy of this document in a different format, please email info@stephen-spender.org.

Signed by:

Charlotte Ryland
Director, Stephen Spender Trust

on 12. November 2020

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