



Equality and Diversity Policy Statement

The Board of Trustees of Hellifield Institute is committed to the principles of equality and diversity and will strive to ensure that no member of the public visiting the Institute, any staff member, or fellow Trustee/Committee Member will be treated less favourably on the following protected grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation
- Or by any other condition that cannot be shown to be justifiable

The Board of Trustees recognise that discrimination can take varying forms:

Direct: Where someone is treated less favourably than another in the same or similar situation on one of the grounds listed above.

Indirect: Where a rule or practice is applied to all but has the effect of disadvantaging a particular group of people compared to others outside the group.

Victimisation: Where an individual has taken steps to enforce their rights (or has helped another to do so) and as a result is treated less favourably than those who have not complained.

Harassment: Where an individual is subjected to unwanted conduct on a protected ground, which has the purpose or effect of violating their dignity or of creating an intimidating, hostile, humiliating or offensive environment.

The Board of Trustees acknowledge that treating people equally does not equate to treating everyone in the same way, but that their needs can be met in different ways. The Board of Trustees of Hellifield Institute value diversity and will seek to enable all involved with the Institute to realize their full potential.