



Friends of Church Stretton Library

Supporting the library in the heart of the community

Equality Policy

Friends of Church Stretton Library is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

We recognise our responsibilities under the Equality Act 2010 and when carrying out our functions we will take 'due regard' to the three equality aims. These are:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation and social inclusion (see table overleaf for explanations).

Friends of Church Stretton Library understands that all trustees have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

Friends of Church Stretton Library recognises that a policy alone is not enough to ensure that equality and diversity are central to everything that we do. We will seek to create an environment in which diversity is recognised and valued in all that we do. In this way, we hope to provide an example of good equality practice and promote community cohesion within Church Stretton.

In introducing this policy, we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people involved in our work, including volunteers, to develop equalities awareness and understanding.



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Protected Characteristics: The people whose needs we need to think about

Main definitions source: Equality and Human Rights Commission (EHRC)

Age Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability A person has a disability if s/he has 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.

Gender reassignment The process of transitioning from one gender to another.

Marriage and civil partnership

In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex A man or a woman

Sexual orientation Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Social inclusion Families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people considered to be vulnerable, ie having complex needs and/or requiring additional support