EQUALITY, DIVERSITY & INCLUSION STATEMENT

To be read in conjunction with SCHT Policy 4.0 Equality and Diversity Policy

SCHT is committed to promoting an environment of respect, understanding, encouraging diversity and eliminating discrimination by providing equality of opportunity for all. Throughout **SCHT** there will be a consistent approach in promoting equality and diversity across all areas within **SCHT** through the entire employment relationship from the recruitment process to termination and references.

SCHT will aim to:

- Ensure integration with equality and diversity practices into all **SCHT** does, and ensure that employees are treated with fairness and respect from each other and from members of the public, committee members, and contractors.

- Implement fair and just employment practices ensuring that no job applicant or employee will receive less favourable treatment on any grounds.

- Ensure people are recruited and employees promoted solely on the basis of their own merit, experience, ability and potential. This applies throughout the entire duration of employment as all decisions will be based on only relevant merits.

- Provide an environment appropriate to the needs of those from all walks of life, and offer a culture that respects and values each others differences and promotes dignity, equality and diversity.

Actions to achieve this:

1. SCHT will conduct an annual survey of staff and Trustees as an internal organisational review of how well the Trust is doing in relation to EDI. Results will be reported to the Board so that any necessary improvements can be actioned. Improvement will be mapped through the survey being conducted annually.

2. EDI will be included in SCHT Board meeting agendas/ papers so that it is under regular review by Trustees. The Trust Manager will report Quarterly on events, progress and activities to improve EDI.

3. Training of staff and Trustees will be implemented where appropriate and where it is felt that courses or seminars would be beneficial to the Trust aims to improve EDI approaches.

4. Regular review and reflection of progress by staff and Trustees.

6 August 2025