



Equality, Diversity and Inclusion Statement

Policy Version: 1.1

Last Reviewed: March 2026

Next Review: March 2028

Stronsay Development Trust (SDT) is committed to creating a fair, inclusive and respectful environment for everyone who works with or engages with the Trust.

We value diversity and recognise that people bring different experiences, perspectives and ideas that strengthen our organisation and help us better serve the community.

SDT is committed to ensuring that all individuals are treated with dignity, fairness and respect.

Our Commitment

We will:

- Promote equality of opportunity in employment, volunteering and service delivery.
- Foster a working environment where individual differences are recognised and valued.
- Not tolerate discrimination, harassment, bullying or victimisation in any form.
- Encourage individuals to raise concerns if they experience or witness unfair treatment.
- Review our policies, practices and procedures regularly to ensure they remain fair and inclusive.
- Ensure that equality, diversity and inclusion are considered in our decision-making and activities.

Equality and the Law

SDT will comply with the requirements of the **Equality Act 2010 and relevant

equality legislation.

We will not discriminate against any individual on the basis of protected characteristics, including:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Addressing Discrimination

Any form of discrimination, harassment, bullying or victimisation is unacceptable and will not be tolerated.

Concerns should be raised with a line manager or the Board and will be taken seriously and investigated in line with the Trust's policies and procedures.

Responsibility

The **Board of Trustees** has overall responsibility for ensuring that SDT operates within a framework of equality and inclusion.

The **Community Development Officer (CDO)** supports the implementation of this commitment across the Trust's operations.

All employees, trustees, volunteers and contractors share responsibility for upholding the principles of equality, diversity and inclusion in their work with the Trust.