



Equality & Diversity Policy

FINAL V3.0

Organisation	Means The Talk About Trust, a registered charity and it's trading subsidiary, the Pavilion in the Park (PiPs) Ltd
Dated:	September 2026
Next Review Date:	September 2028

Equality and Diversity Policy

1. Policy Statement

1.1 The Talk About Trust and the Pavilion in the Park (PiPs) Ltd are fully committed to promoting equality, diversity and inclusion among our workforce, volunteers and service users.

1.2 We want our team to be truly diverse. We want everyone to feel valued, respected and able to their best work.

1.3 We oppose and reject all forms of unlawful and unfair discrimination.

2. Purpose & Scope

2.1 This policy applies to all staff, job applicants, trustees, directors and volunteers.

2.2 It covers all stages of involvement with our charity, including recruitment, training, pay conditions, daily work and termination.

3. Protected Characteristics

3.1 We will not unlawfully discriminate against anyone based on the nine protected characteristics listed in the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race (including Colour, Nationality and Ethnic or National Origin)
- Religion or Belief
- Sex
- Sexual Orientation

See Appendix A for full details.

4. Our commitments

As a charity we commit to:

4.1 Promoting an environment free from discrimination, bullying, harassment and victimisation.

4.2 Making fair decisions regarding recruitment, promotion and training opportunities.

4.3 Making reasonable adjustments for staff, volunteers or visitors with disabilities.

4.4 Treating complaints of discrimination or unfair treatment very seriously.

5. Reporting and Complaints

5.1 If you feel you have been treated unfairly or experienced discrimination, raise this with the CEO. Or you can also raise it with a Director (for PiP Cafe Staff) or a Trustee (for Talk About Trust staff).

5.2 We will handle all complaints confidentially, fairly and promptly.

5.3 No person will be victimised or penalised for raising an honest concern or complaint under this policy.

6. Responsibilities

6.1 The CEO, Trustees and Directors are responsible for setting a good example, implementing this policy and dealing with issues quickly.

6.2 All staff and volunteers are responsible for treating colleagues, service users and partners with dignity and respect.

7. Review and Action

6.1 We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice.

6.2 A review of our Equality and Diversity Policy will be carried out every two years as a minimum and any necessary actions taken.

Appendix A:

Equality Act 2010 – Explanation of the Protected Characteristics

Age: An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group, they share the protected characteristic of age.

An age group would include “over fifties” or twenty-one year olds. A person aged twenty-one does not share the same characteristic of age with “people in their forties”. However, a person aged twenty-one and people in their forties can share the characteristic of being in the “under fifty” age range.

Disability: A person has a disability if they have a physical or mental impairment, and the impairment as a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This section replaces similar provisions in the Disability Discrimination Act 1995 and provisions in secondary legislation made under that Act.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person’s sex by changing physiological or other attributes of sex.

Marriage and civil partnership: A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

- A person who is engaged to be married is not married and therefore does not have this protected characteristic.
- A divorcee or a person whose civil partnership has been dissolved is not married or in a civil partnership and therefore does not have this protected characteristic.

Pregnancy and maternity: 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: Race is defined as

a. **Colour:** includes being black or white.

b. **Nationality:** includes being a British, Australian or Swiss citizen.

c. Ethnic or national origins: include being from a Roma background or of Chinese heritage. A racial group could be “black Britons” which would encompass those people who are both black and who are British citizens.

This section replaces similar provisions in the Race Relations Act 1976. However, the power to add caste to the definition of race is a new provision.

Religion or belief: Religion means any religion and a reference to religion includes a reference to a lack of religion.

- **A religion** must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.
- **A belief** means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief. A “**philosophical belief**” must
 - Be genuinely held;
 - Be a belief and not an opinion or viewpoint based on the present state of information available;
 - Be a weighty and substantial aspect of human life and behaviour;
 - Attain a certain level of cogency, seriousness, cohesion and importance;
 - Be worthy of respect in a democratic society, compatible with human dignity and not conflict with the fundamental rights of others.

Any cult involved in illegal activities is not covered. Beliefs such as humanism and atheism would be covered.

This section replaces similar provisions in the Employment Equality (Religion or Belief) Regulations 2003 and the Equality Act 2006.

Sex:

- a. a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;
- b. a reference to persons who share a protected characteristic is a reference to persons of the same sex.

Sexual orientation: is a person’s sexual orientation towards:

- people of the same sex as him or her (in other words the person is a gay man or a lesbian)
- people of the opposite sex from him or her (the person is heterosexual)
- people of both sexes (the person is bisexual).

The definition is designed to replicate the effect of similar provisions in the Employment Equality (Sexual Orientation) Regulations 2003 and the Equality Act 2006.

Source: Equality Act 2010 and Explanatory Notes to the Equality Act 2010