



Policy Statement

Links Christian Trust is committed to serving golfers and the wider community by demonstrating and teaching the message of Jesus Christ. We aim to do this through various activities, events and initiatives.

We strongly reject discrimination, in all forms. We will not discriminate against groups or individuals on the grounds of gender, sex, race, colour, nationality, religion, ethnic or national origin, language, age, marital status, child care arrangements, carer status, disability, HIV status, physical or mental health, offender background, appearance, class or economic status, trade union membership or political affiliation or whether they are lesbian, gay, bisexual or transgender.

Purpose

The purpose of this policy is to provide fairness for all in the provision of services by serving golfers and the wider community by demonstrating and teaching the message of Jesus Christ. We aim to do this through various activities, events and initiatives.

Principles

The Organisation's commitment to Equality, Diversity and Inclusion is:

- To create an environment where all our trustees, guests and volunteers are valued.
- To create a working environment that promotes dignity and respect for all. No form of direct or indirect discrimination, intimidation, bullying or harassment will be tolerated.
- To ensure training and development opportunities are available to all.
- To regularly review all volunteering practices and procedures (from recruitment, to selection, to appointment, to appraisal and right through to the end of employment within the Trust) to ensure that the legal rights of individuals are upheld.
- To treat breaches of the equality policy seriously and to take disciplinary action when required.
- To provide information and training to all trustees and volunteers so that they are aware of the issues relating to Equality, Diversity and Inclusion, and their responsibilities relating to it.
- To ensure the policy is fully supported by the Board of Trustees.
- To formally monitor and review the policy - ensuring diversity is considered within the charity.
- To find ways to continually listen and respond to the ever changing culture around us and look to implement appropriate actions.

Aim

The aim of this policy is to provide a framework of equality, diversity and inclusion as part of [Links Christian Trust's](#) values:

- To strive to ensure equality, diversity and inclusion are reflected in the charity, external events and initiatives for members of the public.
- To ensure that Links Christian Trust is compliant with the statutory duties under the Equality Act 2010.

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Commitment

We are committed to ensuring all key volunteers are up to date with this policy and regular updates to be shared at the relevant key volunteers' / trustees' meetings as and when directed. We treat our volunteers and guests with dignity, courtesy and mutual respect at all times. It is all of our responsibility to sustain an inclusive and supportive culture and to ensure that the policy is upheld. We are committed to dealing with any breach of this promptly and fairly, there is a complaint procedure should this be the case.

This policy will be reviewed annually in March by the trustees.