



PLEAN HOUSE AND STABLES CHARITY
Equality, Diversity, and Human Rights Policy

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1. Policy Statement

This policy sets out Plean House and Stables's commitment to the principles, as defined below, of equality, diversity and human rights and sets out the approach to be followed in order to ensure that such principles are consistently met.

While successful implementation of this policy will ensure compliance with current legislation Plean House and Stables also recognises both the case for maintaining both good volunteering and employment practice in relation to equality, diversity, and human rights.

Plean House and Stables recognises and embraces that it also has a unique opportunity to influence the practice of those other organisations with which it engages with and to champion equality, diversity, and human rights.

2. Scope

This policy applies to all those who volunteer or work within or apply to work for Plean House and Stables regardless of status. It therefore includes volunteers, permanent and fixed-term employees those volunteering or working within Plean House and Stables on behalf of other agencies, those on secondment to Plean House and Stables, and those on work experience or training placements.

3. Definitions

Equality is described by the Equality and Human Rights Commission as 'ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life choices because of where, what or whom they were born, or because of other characteristics.

Managing diversity is defined as 'valuing everyone as an individual,' recognising that a 'one-size-fits all' approach to supporting people does not achieve fairness and equality of opportunity, given that people have diverse needs, values and beliefs.

Human rights are defined as 'the basic rights and freedoms to which all humans are entitled.' They ensure that people are treated fairly and with dignity and respect.

4. Aim of Policy

This policy sets out the aims of Plean House and Stables to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 and less favourable treatment.
- Advance equality of opportunity between people who share a protected characteristic (i.e., age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation) and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not; and

Ensure that the Charity has due regard for the European Convention of Human Rights (ECHR) in the discharge of its function.

5. Principles and Values

Plean House and Stables will not tolerate behaviours that may constitute discrimination, harassment, or victimisation of its volunteers or staff in the course of their volunteering or employment. Nor will it tolerate such behaviour by its volunteers or staff whether directed against colleagues or other people with whom they come into contact during the course of their volunteering or employment.

The following principles and values are key to the achievement of these aims:

- Equality, diversity, and human rights must be at the heart of Plean House and Stables and everything it does.
- Disadvantages suffered by people due to their protected characteristics will be removed or minimised in order to create an environment in which individual differences and the contributions of all staff are recognised and valued.
- Steps will be taken to meet the needs of people from protected groups where these are different from the needs of other people. Steps will be taken to embrace diversity and reduce underrepresentation of people with particular protected characteristics and increase the diversity.
- A zero-tolerance approach will be taken to intimidation, bullying or harassment, including hate crimes, recognising that all volunteers and staff are entitled to an environment that promotes dignity and respect for all. All volunteers and staff are expected to comply with all Plean House and Stables policies in respect of their conduct and their behaviour towards colleagues and partners and those who use the facilities of Plean House and Stables.
- While this will be achieved in part by being championed by its Trustees, it can only be fully achieved through all those volunteering or working within Plean House and Stables recognising and adhering to their own personal responsibilities in this regard. Plean House and Stables will therefore take steps to ensure that everyone understands their rights and responsibilities under the policy.
- Plean House and Stables will ensure that arrangements are in place to support staff who have equality, diversity, and human rights issues.
- This policy will be subject to ongoing monitoring to ensure that it is being fairly and consistently applied and that the stated principles and values are being met. This policy will be subject to regular review to ensure that it remains fit for purpose.

Plean House and Stables has a set of 4 core values which were developed by the Board of Plean House which it is committed to embedding into practice. The values are:

- **Be Person Centred-** We will acknowledge and accept that every person is different, and we will adapt our approach to meet the needs of others.
- **Be Respectful-** We will treat each other, our volunteers and partners and people who access Plean House and Stables, fairly, as individuals, as equals, with humanity, dignity, and respect..
- **Be Supportive-** We will be supportive, valuing each other's role and contribution and demonstrating care and compassion in all our actions and communications.
- **Have Integrity-** We will be open and honest in all our actions and communications.

6. Dealing with Concerns

Any volunteer or member of staff who believes that they have been treated less favourably because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, part-time status, fixed-term contract is encouraged to raise the matter in writing through Plean House and Stables's Board. All concerns should be made in writing outlining all concerns in full addressed to the Deputy Chair in the first instance. Please email pleanhouseandstables@gmail.com

It is the policy of Plean House and Stables to ensure that:

- Such matters will be taken seriously and considered promptly.
- The matter will be thoroughly investigated and all relevant and appropriate parties will be advised of the outcome in writing as soon as reasonably possible.

7. Policy Review

This policy will be reviewed by Plean House and Stables Board every 3 years to ensure that it remains fit for purpose and to enable Plean House and Stables to demonstrate adherence to the Equality, Diversity and Human Rights Legislation. This does not preclude any updating that is required in the interim period. All changes will be approved by the Board.