



# Lingfield United Trust

## Equality and Diversity Policy

### 1 Statement of Policy

1.1 The trustees of Lingfield United Trust (LUT) are committed to promoting equality and diversity within the Charity's policies, practices and procedures.

1.2 The Charity and its trustees will treat all individuals equally regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (**Protected Characteristics**).

Subject to the legally acceptable objects of the LUT as laid down in the Articles of Association (See 2.2 below).

1.3 The trustees of LUT recognise our responsibilities under the Equality Act 2010 (see the Appendix). This applies to all aspects of the Charity's work and is promoted through the following values:

- Openness by encouraging and supporting new ideas that will improve the service that we provide.
- Showing respect towards each other and those we interact with.
- Honesty by working in an ethical way.
- Caring with dignity and respect for the individual.
- Supporting individuals to develop equality and diversity awareness and understanding.

### 2 Discrimination

2.1 The trustees will not accept discrimination or harassment by or against those who work with, are supported by, volunteer for or interact with the LUT in its activities.

2.2 LUT is restricted under its governing documents only.

"to provide almshouse accommodation to persons who have limited means, are over 60 and have lived in the ancient parish of Lingfield including Baldwins Hill and Dormansland, for at least 5 years.

Secondly to distribute its annual gifted income for the benefit of the poor and needy in the ancient Parish of Lingfield, Surrey including Baldwins Hill and Dormansland. The criteria for the annual distribution are that the applicants must have limited means, be over 60 and have lived in the area for at least five years. The Trust will consider additional cases of need in line with our guidance.

Provided that, where the trustees have not been able to locate Resident Applicant(s), the trustees may resolve by special resolution, to provide almshouse accommodation to some other applicant who can display a connection to the ancient Parish of Lingfield." (Taken from the Articles of Association, 1 Objects of the Charity)

Subject only to this restriction, the trustees do not discriminate or treat individuals less favourably because of any Protected Characteristics.

2.3 The Charity does not discriminate on the grounds of disability and will, where possible, take all reasonable measures to accommodate the needs of residents, people applying for financial assistance, staff and volunteers with disabilities, subject to the limitations of the accommodation and finances available and the resources of the Charity.

2.4 The appointment of residents to the almshouse accommodation, trustees and clerk will always be conducted on the basis of merit, against objective criteria that avoid discrimination.

2.5 This policy relates to all residents, trustees, clerk and visitors. Every person who interacts with the Charity should feel equally welcome.

### **3 Implementation of the policy**

3.1 It is the responsibility of every LUT trustee to uphold equality and diversity. As such any trustee or the clerk can be approached in event of a concern or complaint. That trustee/clerk should bring the matter to the attention of the chair/trustees at the earliest opportunity.

### **4 Breaches of the policy**

4.1 The trustees of LUT will not tolerate discrimination or harassment of any kind. Complaints of discrimination or harassment will be taken seriously and investigated.

4.2 Any individual(s) who feel that they have suffered or witnessed any form of discrimination should follow LUT's complaints procedure as set out in the Complaints Policy.

### **5 Related policies and procedures**

Registered Charity No: 1150971 Company No: 8296570

Email: [enquiries@lingfieldunitedtrust.org](mailto:enquiries@lingfieldunitedtrust.org)

Lingfield United Trust Registered address: 1 HoChee Cottages, Plough Road, Dormansland, Surrey RH7 6PS

This policy does not work in isolation and should be read in conjunction with:

- Resident's individual Letters of Appointment
- Safeguarding Policy
- Resident Handbook
- Trustee Recruitment
- Complaints Policy

**6 This policy has been approved for issue by the board of trustees**

Signature: Gill Williams Signature: Richard Young

Name: Gill Williams Name: Richard Young

Date: 14th April 2026 Date: 14th April 2026

**Review Date: April 2027**

## Appendix

The Equality Act 2010 includes an exception for charities. This allows charities under certain circumstances to restrict benefits to people with a particular Protected Characteristic (but not a group defined by colour) if the restriction already appears in the charity's governing document.

### Equality Act 2010 – Definitions

**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.

**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.

**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.

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**Pregnancy and maternity:** Pregnancy is 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 including colour, nationality, ethnic or national origin:** A race can mean a person's colour, or nationality (including your citizenship). It can also mean a person's ethnic or national origins, which may not be the same as their current nationality

**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.

**Sexual Orientation:** A person has the protected characteristics if they are heterosexual, gay, lesbian or bisexual or if they are perceived to have a particular sexual orientation or a person is connected to someone who has a particular sexual orientation.

**Sex:** People having the protected characteristic of sex being a man or a woman, and that men share this characteristic with other men, and women with other women.

<https://www.gov.uk/government/publications/equality-act-guidance-for-charities>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<http://www.legislation.gov.uk/ukpga/2010/15/contents>