

# MILTON KEYNES ROSE TRUST

## EQUALITY STATEMENT

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The Milton Keynes Rose Trust is committed to promoting equality of opportunity, good community relations, and equality and fairness for all. The Trust will work with partners in the private, public and community sectors to achieve its objectives. The Trust believes that the diversity of Milton Keynes is one of our greatest assets and should be celebrated and valued.

The Trust's Equality Policy is made in accordance with the Equality Act 2010, and applies specifically to discrimination, equality of opportunity and the promotion of good community relations in respect of:

- Age
- Disability
- Ethnicity, race, colour and national origin
- Gender
- Religion
- Sexual orientation
- Service provision
- Commissioning and purchasing of goods and services
- Partnerships with other organisations
- Community involvement
- Education, promotion and publicity
- Planning (environment)

**Direct discrimination** occurs when, because of one of the characteristics listed above, a person is treated less favourably than another person is treated. The Trust will take all reasonable steps to eliminate direct discrimination in all aspects of its activities.

**Indirect discrimination** is treatment that may be equal in the sense that it applies to every person but which is discriminatory in its effect on, for example, one particular sex or racial group. The Trust will take all reasonable steps to eliminate indirect discrimination in all aspects of its activities.