

Equality, Diversity and Inclusion Policy and Procedure

Introduction

The Cornwall Buildings Preservation Trust (CBPT) is an enabling organisation that works with partners across the county to save, conserve and repurpose empty or derelict historic buildings whose future is at serious risk.

CBPT is a volunteer led charity with no direct employees. The Board of Trustees work with other Volunteers, Contractors, Tenants, Landlords, external Funders and individuals being mentored or supported to enhance their work skills or professional development. Most contact is online; the Trust does not have a physical office.

Policy

Statement of Intent

The Cornwall Buildings Preservation Trust believes in and is committed to the principles of equality as described in the Equality Act 2010. We oppose all forms of discrimination - direct or indirect - and we are committed to ensuring the fair and equal treatment of all Trustees, consultants, contractors, job applicants, volunteers, tenants, users and the general public.

Aims

We commit to:

- Promote equality of opportunity and diversity in volunteering, employment and development;
- Ensure that Trustees, volunteers, and any employees are representative of the community served;
- Create effective partnerships with all parts of our community;
- Provide services that are accessible according to need;
- Encourage traditionally disadvantaged sections of the community to participate in policy decisions about, and the management of the services provided
- Ensure no-one receives less favourable treatment on any grounds including age, sex, marital status, colour, race, national or social origin, language, disability, sexual orientation or political, religious or other opinion.

Links to other CBPT Policies

This policy should be read in conjunction with associated CBPT adopted policies and procedures:

- Safeguarding Policy and Procedure
- Health and Safety Policy
- Lone Working Procedure
- Complaints Procedure
- Healthy Lifestyle Plan

Procedure

Responsibility for Implementation

The overall responsibility for ensuring adherence to and implementation of this policy and procedure lies with the Board of Trustees.

Method of Implementation

CBPT will implement this policy by:

- Ensuring that Trustees, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy;
- Ensuring that it is a condition of contracts awarded by the Trust;
- New Trustees will be given a copy of this policy as part of their induction;
- Actively encouraging Trustees to participate in anti-discriminatory training;
- Monitoring the services, publicity and events provided by the Trust to ensure they are accessible to all sections of the population and do not discriminate.

Monitoring and Review

The Board of Trustees are responsible for monitoring this policy and procedure. It will be reviewed annually or when a significant change occurs such as new legislation, recruitment of new Trustees, taking on a new building project, tenant, contractor or staff.

Approved by the Board of Trustees on 13 January 2026

Signed:



KAREN PRITCHARD
INTERIM CHAIR