



MVT

Equality, Diversity and Inclusivity Policy

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Previous Versions

Version	Date	Author	Reason
1.01	December 2024	R Gibson	Policy initiated
1.02	November 2025	T Hawkes	Updates and reformat



MVT Equality, Diversity and Inclusivity Policy

Context: The Military Vehicle Trust is the World’s largest organisation of ex-military vehicle owners and enthusiasts and is dedicated to “keeping our mechanical veterans alive”. We have been a Registered Charity since 1987 and our Charitable Purposes are set down in a document called our “Memorandum of Association”.

The Trust is established for the purpose of restoring and preserving military vehicles of historical interest and the preservation of books, drawings, records, documents, sound and visual recordings, films, photographs and other media and ephemera relating to such vehicles, their history and development, and promoting and encouraging the same aim in others.

Our Core Values are summarised in our three aims:

Conserve and Restore, Educate and Inspire and Honour and Respect

This policy sets out the MVT’s commitment to promoting equality, diversity and inclusivity across all aspects of its operations. We aim to ensure that our officers, trustees, members, volunteers and stakeholders reflect the diversity of society and feel respected, valued and empowered to contribute fully.

1. Definitions

- Equality: Ensuring equal rights and opportunities for all, regardless of background or identity.
- Diversity: Embracing and involving people from a wide range of backgrounds, experiences and perspectives.
- Inclusivity: Creating an environment where everyone feels welcome, respected and able to participate fully.

Under the Equality Act 2010, organisations providing services to the public—whether paid or unpaid—must not discriminate against individuals based on the following *protected characteristics*:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination is defined as treating someone less favourably due to a protected characteristic.

2. Our Commitment

The MVT will:

- Promote equality of opportunity and actively value diversity across all areas of our work.
- Ensure geographical inclusivity by extending activities across a broad regional footprint.
- Support economic inclusivity by keeping subscriptions and participation costs as low as practicable.
- Challenge all forms of unlawful discrimination, whether intentional or inadvertent.
- Provide a confidential and fair complaints process for addressing concerns (see Section 5).

We recognise that discrimination may arise from multiple factors, including but not limited to: gender, race, nationality, disability, sexuality, age, HIV status, socio-economic background, trade union activity, marital status, political beliefs or religious affiliation.

3. Complaints and Enforcement

All complaints of bullying, harassment, victimisation or discrimination will be taken seriously and handled under our formal Complaints Procedure.

- Serious breaches may result in disciplinary action, including removal from the Trust.
- Sexual harassment may constitute a criminal offence under the Sexual Offences Act 2003 or the Protection from Harassment Act 1997, which applies beyond protected characteristics.
- Whistleblowing and grievance procedures are outlined at: www.mvt.org.uk/policies

4. Legislative Updates (2025)

This policy reflects current UK legislation as of September 2025. Key updates include:

- Worker Protection (Amendment of Equality Act 2010) Act 2023: Introduces a proactive duty on employers to prevent sexual harassment. While MVT is a volunteer-led organisation, it will adopt this principle to foster a safe and respectful environment.
- Online Safety Act 2023: Encourages organisations to consider digital inclusivity and protection from online abuse, particularly in forums, social media and member communications.
- Public Sector Equality Duty (PSED): While not directly applicable to MVT, the principles of transparency, accountability and inclusive practice are voluntarily adopted.