



MVT
Equality
Inclusivity and Diversity
Policy

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Equality, Inclusivity Diversity and Anti-Discrimination 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

1. Purpose:

The Military Vehicle Trust is committed to encouraging equality and diversity among our officers, trustees, managers, administrators, members and volunteers and to eliminating unlawful discrimination. The aim is for our officers, trustees, members and volunteers to be truly representative of all sections of society and for everyone who encounters the Military Vehicle trust to feel respected and able to give their best.

2. Definitions

Inclusivity means creating an environment where everyone feels welcome and valued and includes a consideration of **Equality** that ensures equal rights and equal opportunities and **Diversity** means including and involving people from diverse backgrounds.

The Equality Act 2010 applies to all organisations that provide a service to the public, sell goods or provide facilities, irrespective of whether they charge for them. (<https://www.gov.uk/guidance/equality-act-2010-guidance>). It identifies people who have an attribute defined as a 'protected characteristic' and prohibits discrimination against them by reason of that attribute. The characteristics that are protected by the Act are: Disability, Age Gender reassignment, Marriage, and civil partnership Pregnancy and maternity, Race, Religion or belief, Sex Sexual orientation

Ddiscrimination – is treating someone with a protected characteristic less favourably than others

3. Our Commitment:

The Military Vehicle Trust is committed to creating an environment where everyone is respected and treated fairly, that is free of bullying, harassment, victimisation and unlawful discrimination and where individual differences and the contributions of all are recognised and valued. We recognise that many people in our society experience discrimination. It is our policy that no person or group of people should suffer oppression or lack of opportunity because of their gender, race, nationality, disability, sexuality, age, HIV status, class, geographical location, economic status, trades union activity, marital status, political activity or religious activity.

The MVT will:

1. encourage, value and manage diversity and to promote equality of opportunity in all areas of our work and structure.
2. encourage geographical inclusivity by ensuring our activities cover as wide a geographical range as possible
3. encourage economic inclusivity ensuring our activities are accessible to as many people as possible by working to keep subscriptions and other charges as low as practicable
4. not tolerate and challenge all forms of unlawful discrimination whether intended or not
5. ensure a system is in place whereby complaints will be dealt with confidentially and fairly (see below)
6. make sure that our officers, trustees, members and volunteers are made aware of this policy by making it available on our website www.mvt.org.uk

4. Complaints

The Military Vehicle Trust will take seriously all complaints of bullying, harassment, victimisation and unlawful discrimination. Such complaints will be dealt with under our Complaints Procedures, and any appropriate action will be taken.

Particularly serious complaints could lead to the perpetrators being ejected from the Military Vehicle Trust.

Sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997, which is not limited to circumstances where harassment relates to a protected characteristic, is a criminal offence.

Details of the organisation's complaints and whistleblowing procedures can be found at on our website at: <https://www.mvt.org.uk/policies> To raise a grievance, please follow the guide lines in our Complaints Policy