

Equality and Diversity Policy of The MARS Trust

The MARS Trust is small Christian charity teaching evidence-based relationship skills to young people in the community. The workshop teaching takes place in schools and clubs and is supervised by their staff and organisations. The charity is committed to Equality and Diversity, and to recognise the Christian heritage of the charity, asks for staff and volunteers to have sympathy for Christian values.

Statement

The MARS Trust is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Action

Staff are recruited by e-bulletin advertisement on Salisbury Diocese, email to church leaders in the Poole and Wimborne Deaneries, and The MARS Trust website. Attention is brought to the MARS website advert via social media.

Recruitment of volunteers has traditionally been through church contact. We have expanded to non-church recruitment in the business community, and through open days, for example at Bournemouth University. We are committed to expanding our sources of recruitment of volunteers.

All client venues have disabled access, and other venues for support events and fundraising are accessible.

The Charity has a code of conduct which insists on all being treated equally with respect and dignity. Behaviours that could cause demoralization, fear, embarrassment or loss of self-esteem are not allowed. Staff and volunteers are asked to report any such observed behavior as part of their duty with the charity.

This Code of Conduct is signed as part of our Safer Recruitment Policy at the induction of new staff, volunteers and Trustees. The induction includes safeguarding training, repeated at least bi-annually with safeguarding reminder notes sent with confirmatory emails before each client session.

Reporting

Volunteers are able to report to MARS staff at each event or contact by email after an event. Staff have line managers and mentors from the Trustee body with freedom to report at any time. We are developing a volunteer feedback form for anonymized reporting at events or each half-term.

This policy has been agreed and accepted by the Trustees on

The policy will be circulated, published on the website, and reviewed in 2 years.

Print Name Signature

Role Date