

## The Cowrie Scholarship Foundation's

### Equality and Diversity statement and policy

This Equal Opportunity Policy sets out how The Cowrie Scholarship Foundation with UK Charity Registered number: 1191471 (**"the Charity"**) is committed to promoting equality and diversity in all its dealings. The limit to that is set out in the Charity's constitutional aims and objectives, which is designed to raise funds for scholars who are from black or mixed-black British disadvantaged backgrounds in order to attend British Universities due to an under-representation from those sectors (**"the Exception"**).

The Charity values diversity and encourages fairness and justice.

To achieve this the Charity will, save for the Exception set out above:

- Treat all applicants, scholars, partners, third parties and volunteers fairly and equally regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- Not make any requirement or condition **without justification**, which could disadvantage individuals purely on any of the above grounds.
- Take steps to ensure equity amongst our applicants, scholars and volunteers, such as removing any unlawful obstacles to accessing our resources. Where appropriate, measures will be taken to identify and remove unnecessary barriers and to meet the special needs of disadvantaged or underrepresented groups.
- Offer services fairly to all people, ensuring that anyone in contact with the organisation is treated with respect.
- Make reasonable adjustments to enable people with disabilities to use our services.
- Comply with the Equality Act 2010.
- Ensure mechanisms are in place for responding to complaints of discrimination and harassment from applicants, scholars and volunteers.
- Make this policy known to all applicants, scholars and volunteers.
- Monitor and review this policy annually where necessary.