



Introduction: What does this document aim to do?

This document sets out the aims and objectives of The Equality Trust (TET) and the affiliated local groups and how they work together to achieve those aims and objectives. The twelve principles (on page 2 of this document) were approved by the Board of TET on 30th July 2013 and amended by the Board on 23rd January 2014 in respect of clauses 4, 5 and 6.

PART A: What is TET and what does it aim to do?

The Equality Trust is the national charity that works to improve quality of life for all by reducing social and economic inequality.

Vision

The Equality Trust wants a fairer and more equal society in the UK, based on a sustainable economy able to deliver a better quality of life for all. We wish to see a society where everyone is able to flourish and:

- enjoy good mental and physical health, low levels of stress, and access to healthy lifestyles
- to realise their aspirations, and choose work and ways of living they find meaningful and fulfilling, regardless of their backgrounds
- receive financial rewards that reflect effort and talent
- benefit from a strong and stable economy
- feel safe and secure
- feel involved in the political decisions that affect their lives and have an equal say in the future of their society.

Strategic Objectives

- To be the authoritative front-of-mind campaigning organisation on social and economic inequality and to establish the public benefits of reduced inequality within public and political opinion and social discourse
- To achieve changes in policy and practice by government nationally and locally, in the private sector, the public sector and in the Third Sector to reduce inequality
- To support and grow a diverse grassroots inequality activist movement and increase its visibility
- To record and tell the story of inequality in the UK
- To ensure that TET is engaged in the full range of work necessary to reduce inequality
- To ensure that TET is fully-resourced and sustainable.

PART B: What are the affiliated local groups and what do they aim to do?

The affiliated local groups are autonomous groups of people who wish to support the work of TET in promoting TET's charitable objects by reducing inequality in the UK. Groups are welcome to affiliate to TET if they share our vision and agree to the Twelve Principles set out below. TET will seek to support the local groups in any work which will (a) raise public awareness of the scale and effects of social and economic inequality and/or (b) which will persuade decision-makers in their areas to adopt policies and practice that will reduce social and economic inequality.

PART C: The Equality Trust & Affiliated Local Groups - Working Together

The organising and governing principle of the relationship between TET and the local groups is that of mutual support. The local groups, by their awareness-raising and campaigning, aim to further the work of TET in realising its vision and strategic objectives. In return, TET aims to support and facilitate the local groups in their awareness-raising and campaigning work.

The Twelve Principles

1. Local groups by affiliating to TET agree to work in pursuit of TET's vision and strategic objectives.
2. TET in granting affiliation to a local group agrees to support that local group in their local awareness-raising, local campaigning and group development as far as its resources allow and as far as is reasonably practical.
3. TET will not tell the local groups what to campaign on (or how) but will provide opportunities for local groups to join with TET campaigns. TET will promote the successes of the local groups at every opportunity.
4. TET will consult regularly with local groups but will not be directed by the local groups. TET will promote effective communications systems between itself and the local groups and between the local groups. Local groups will seek to communicate information, resources and ideas with other local groups and with TET. Local groups are welcome to submit proposals to TET staff or Board for consideration.
5. Local groups are autonomous and affiliated to TET, not constitutionally part of TET. Local groups are asked to develop their own distinctive branding, preferably one that resonates in their local area and so aids their efforts. Local groups should not refer to themselves as "Equality Trust" groups, or use the words "Equality Trust" in their name.
6. If a group affiliated to TET decides to undertake campaigning that seeks to bring about changes that go beyond the group's geographical territory **[1]**, the group should inform TET's Supporters and Groups Manager before starting work on the campaign. This is to allow TET to identify any potential synergy or clash with work being planned or carried out by TET and/or other affiliated groups **[2]** (please see footnotes below).
7. Local groups will be self-financing and will put in place transparent and accountable plans and procedures for the raising, handling and disbursing of money. TET may be willing to provide occasional, small amounts of funding to local groups but neither TET nor the local groups will ever have any financial responsibility or liability for each other's debts. Local groups, in the event of winding down or ceasing activity will do so in an orderly manner and settle all liabilities, financial or otherwise, from their own resources.
8. TET will treat all the local groups fairly and regard them all as equally important.
9. Both TET and the local groups agree to work in constructive, legal and non-violent ways in order to avoid inflicting any reputational damage.
10. TET and local groups should pursue good practice in terms of being accessible, democratic, accountable and politically independent.
11. Local groups have the right to disaffiliate from TET at any time.
12. TET has the right to disassociate itself from any local group at any time.

[1] Not including changes that may create change elsewhere by establishing precedent, lobbying local politicians in that capacity (as opposed to any role they may have in government or party) or expressing opinions about relevant national or international developments.

[2] If TET or another group is already planning or carrying out relevant work, TET may suggest collaboration or request that the group suspends or amends its plan (to avoid clashes). If TET is not already planning or delivering relevant work, TET may offer our collaboration or support, or have no involvement in the work, or request that the work is not carried out (e.g. if TET believes that it is counterproductive). In any case, the group retains the right to do as it sees fit.