

WENDOVER ARM TRUST

EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT

Wendover Arm Trust is committed to promoting equality, diversity and inclusion within our organisation and those we work with.

Our aim is to ensure that no individual receives less favourable treatment on the grounds of age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Instead we will strive to advance opportunity for all those with protected characteristics.

This policy applies to all those who volunteer or may be employed by us, those that the Trust aims to serve and all those involved in the governance of the organisation.

Wendover Arm Trust aims to:

- Ensure equality, diversity and inclusion is embedded in everything that we do
- Be fair in our dealings with all people – customers, volunteers, staff and partners with whom we have relationships – taking into account the diverse nature of their culture and backgrounds
- Balance the competing demands and needs of different groups as fairly as possible
- Comply with our legal and regulatory responsibilities under legislation relating to equality, diversity and inclusion

We will:

- Create an environment in which individual differences and the contributions of all are recognised and valued
- Promote working practices which uphold the dignity and respect of all involved and one where we will not tolerate any form of intimidation, bullying or harassment
- Support access to the waterway by all sections of the community whilst recognising the challenges the locality and the environment presents due to its age, heritage and accessibility
- Commit to encouraging access to our events and activities by all sections of the community, reducing barriers to participation wherever we can
- Encourage membership and involvement of volunteers from all sections of the community, promoting a culture where they feel able to contribute to the aims of the Trust, irrespective of their personal background or circumstances
- Oppose all forms of unlawful and unfair discrimination or victimisation on the part of the Trust, its members and volunteers, making all aware of their rights and responsibilities within and beyond the organisation
- Take seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by members, volunteers, suppliers, visitors, the public and any others in the course of the organisation's work

This policy is fully supported and endorsed by Wendover Arm Trust's Council of Management. The Trustees will oversee its implementation and ensure regular monitoring and review of the policy framework.

October 2018