



## Equality and Diversity Policy

Accessible Boating Thames is dedicated to encouraging a supportive and inclusive culture amongst all those working or volunteering within the charity. It is within our best interest to promote diversity and eliminate discrimination in our working area.

Our aim is to ensure that all employees, volunteers and participants are given equal opportunity and that our organisation is representative of all sections of society. Each employee, volunteer and participant will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our services and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees and volunteers, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Accessible Boating Thames selects candidates for employment, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees, volunteers & participants will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise personal growth.

### Accessible Boating Thames commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create an environment that promotes dignity and respect for everyone.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff & volunteers.
- To promote equality in the workplace, which Accessible Boating Thames believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our practices and procedures so that fairness is maintained at all times.

Accessible Boating Thames will inform all employees, volunteers & participants that an equality and diversity policy is in operation and that they are obligated to comply with its

requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

Accessible Boating Thames equality and diversity policy is fully supported by our trustees and has been agreed with Bisham Abbey Sailing & Navigation School personnel.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Created September 2019 by Greg Wilkinson (Chair of Trustees)

Review September 2020