

EQUAL OPPORTUNITIES

POLICY NO 3

1.0 SCOPE

This policy will operate over all activities of the Herefordshire and Gloucestershire Canal Trust (the Trust) and of its wholly-owned Trading Company. Where staff are employed by the Trust, the policy shall apply to recruitment, promotion, training, the operation of procedures concerning dignity and respect, grievance, discipline and redundancy, and to the application of all terms and conditions of employment.

2.0 GENERAL PRINCIPLES

- The Trust is aware of the inequalities which exist in society and, in general, opposes all forms of discrimination on the grounds of
 - Colour
 - Race
 - Nationality
 - Ethnic or national origin
 - Gender
 - Gender reassignment
 - Marital status
 - Pregnancy, maternity or paternity
 - Age
 - Sexual orientation
 - Disability
 - Membership of a trade union
 - Religious belief
 - Responsibility for dependants
 - Any other condition or requirement which cannot be shown to be justified
- The policy is intended to ensure that as an organisation the Trust does not discriminate, intentionally or otherwise, against any person on the grounds listed above.
- Discrimination means treating a person less favourably, without justification, when compared with an appropriate comparator in the organisation; for example:
 - A person of the opposite gender
 - An unmarried person
 - A person of a different racial or ethnic origin
 - A person who does not have a disability
- The Trust welcomes membership from all sections of society
- The Trust is committed to the promotion of equal opportunities in all aspects of its activities and takes positive steps to promote equality of opportunity for all its members, volunteers and staff.
- Whenever any policy is reviewed, due consideration shall be given to the principle of equal opportunity.

3.0 CONDITIONS

- Where discrimination cannot be avoided, justification for its existence shall be stated. Examples might be:
 - on grounds of age
 - to comply with the law
 - for health, safety, or welfare considerations
 - to protect the interests of the Trust

- The Trust shall keep under review all its practices and procedures to ensure that no individual or group is put at a disadvantage, directly or indirectly, by the application of conditions or requirements which cannot be justified.
- Health, safety and welfare considerations shall always take priority over the need to provide equal opportunities for volunteers. In particular, a disability restriction might be necessary where plant, machinery or dangerous hand tools are in use. However, the Trust shall endeavour to provide alternative safe opportunities for those thus excluded, whenever possible.
- Whilst the Trust accepts volunteers that need to fulfil court ordered community service hours, they will be accepted and allocated volunteering opportunities on a case by case basis. In order to be accepted as a volunteer they will be required to provide information regarding the court order and/or Probation/Diversion officer for follow up by the Trust. Individuals convicted of serious charges involving violence, theft, drugs or assault, including those on the Violent and Sex Offender Register (ViSOR) will not be accepted due to potential health and safety risks to other volunteers and staff.

4.0 REVIEW

Reviewed June 2020

Approved by Board of Trustees June 2020

Next review in three years.