



# **Rickmansworth Waterways Trust**

## **Equality and Diversity Policy Statement**

**Document Number P04**

**Date Reviewed and Approved by the Trustees – Oct 2020**

### Our Commitment

***Rickmansworth Waterways Trust is fully committed to the principles of equal opportunities, and to eliminating discrimination in every aspect of the work of the Trust. We strive to ensure that everyone is treated fairly regardless of their race, colour, ethnic origin, nationality, age, disability, gender, sexual orientation, religion or appearance.***

**This applies both to our own staff and volunteers and to those to whom we provide service. Paid staff and volunteers will work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of all.**

Rickmansworth Waterways Trust will:

- manage all our activities in a way that is free from bias but which recognises the differing abilities of our volunteers.
- ensure that all staff and volunteers understand their legal and moral obligations to eliminate discrimination in any form.
- not tolerate acts of unlawful discrimination. All complaints or incidents of such alleged behaviour that are within our ambit will be investigated (with appropriate confidentiality), and appropriate action taken.
- ensure that all staff and volunteers understand their obligations to report to one of the Trustees any concerns about potential discrimination.
- ensure that all procedures relating to the conduct of staff and volunteers are implemented in a consistent and equitable manner;
- provide opportunities for all staff and volunteers to develop their skills and knowledge in this field.
- endeavour to keep up-to-date with national developments relating to the management of equal opportunities

In our **Recruitment and Selection**, we aim to receive the widest response to recruitment of volunteers, workers or Trustees. Information passed to potential applicants will include the volunteer or management role description or a job description and a person specification in the case of paid employment, along with a statement of this Equality and Diversity Policy.

We recognize that there may from time to time be complaints against our staff or volunteers. A complaints policy is in place and our staff and volunteers will also be briefed on the procedure during their induction, and a copy will be available in the Canal Centre.