



# Equality, diversity and inclusion policy

**Lead – REDACTED**

The Barge Preservation Community Project is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our members and volunteers to be truly representative of all sections of society and our customers, and for each member to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Our policy's purpose:

This policy's purpose is to:

1. Provide equality, fairness, and respect for all in our members, whether temporary, part-time or full-time

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender
- sex
- sexual orientation
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for volunteering, promotion, training or other developmental opportunities

### Meanings

Direct discrimination - Where a person is treated less favourably because of a protected characteristic (as listed above)

Indirect discrimination - Where the employer or, for example, in its role as a service provider, applies a practice, requirement or condition which applies equally to all individuals, but which puts someone with a protected characteristic at an unfair disadvantage, unless this can be justified

Harassment - Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them

Victimisation - Treating someone unfairly because they have made a complaint about discrimination or harassment

### Our commitments

The organisation commits to:

1. Encourage equality, diversity, and inclusion in the workplace.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes training all members of their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow employees, customers, suppliers and the public.

3. We take complaints seriously of bullying, harassment, victimisation and unlawful discrimination by fellow members, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance procedures, and appropriate action will be taken. Complaints could amount to gross misconduct and lead to being asked to leave without notice.

Sexual harassment may amount to both a rights matter, and a criminal matter. Harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. We make opportunities for training, development and progress available to all, and will be helped and encouraged to develop their full potential so that their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review practices and procedures where necessary to ensure fairness, and also update them, and the policy to take account of changes in the law of England.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

#### Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the steering group and will be shared with volunteers for agreement upon induction.

#### How to raise a concern

Any concerns are raised through the Lead. The organisation will not tolerate any form of bullying, harassment, victimisation or other behaviour that is founded in discrimination. The organisation will fully investigate any complaint of discrimination, harassment, victimisation or bullying or any situation that comes to its attention where there is a concern that discrimination lies within it. Any such proven behaviour that amounts to an act of discrimination, directly or indirectly, on the part of any volunteer or member will lead to action being taken and may result in dismissal from the project group. Any person working as a contractor within the organisation who commits such an act will have their contract for services terminated.

#### Recruitment

During the recruitment process, we will ensure that we abide by The Equality Act 2010, to ensure that we do not discriminate against any applicants. Discrimination is the unfair treatment of an individual due to a protected characteristic.

### Induction and Training

The Barge Project will provide guidance and support to help those to whom it applies to understand their rights and responsibilities under this policy upon induction. Additional support will be provided to group leads to enable them to deal more effectively with matters arising from this policy. Training will be given annually by the lead to all volunteers and project group members.

Date approved or amended	Amendments	Signed
04/11/2024	<ul style="list-style-type: none"> <li>- Recruitment</li> <li>- Meanings</li> <li>- How to raise a concern</li> <li>- Induction and Training</li> </ul>	<p>REDACTED</p> <p>Director</p> <p>REDACTED</p> <p>Equality and Diversity Lead</p> <p>REDACTED</p> <p>Owner</p>
04/11/2025		