

Equality and Diversity Policy



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Sea-Change Sailing Trust is committed to the promotion of equality and diversity for all clients, staff and volunteers and any other users of its services. We aim to ensure that the environment is one where all individuals are treated with courtesy and respect and their contribution is valued. Our ethos is to create and maintain the conditions whereby people are treated solely on the basis of their merits, abilities, and potential, regardless of ethnic or national origin, disability, gender, age, religion or belief, sexual orientation, social class and background, or other distinction, and will wherever possible take their needs into account.

The Trust expects its partners and customers to adhere to the requirements of this policy and to have a similar method of operation.

It will ensure the requirements of relevant legislation related to race relations, age, gender, disability, religion and belief, sexual orientation, gender reassignment and social class and background are met.

Direct and indirect discrimination, bullying, victimisation and harassment will not be tolerated.

The ethnic, gender and age mix of clients is largely a matter of customer control due to the second tier nature of much of our work, but the Trustees will consider whether their practice is unfairly affecting or omitting any particular group on a regular basis. Having regard to the developing nature of the charity it is reasonable to put in place a monitoring process with a planned evaluation for individuals as it is developed. Safeguarding, Equality and Diversity are a standing item on the agenda at Trustee meetings.

The person responsible for this policy is the Chairman.