



EQUALITY, DIVERSITY AND INCLUSION POLICY

LATEST REVIEW: 8.9.21

Sea-Change Sailing Trust is committed to encouraging equality, diversity and inclusion and eliminating unlawful discrimination.

The aim is for the staff we employ, those who volunteer with us, and the clients that we sail with, to be truly representative of all sections of society and for each individual to feel respected and able to give their best.

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

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time, and also for those who volunteer with us, contract with us, and are users of our services.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities . It also includes those who volunteer with us, contract with us, and are users of our services.

The organisation commits to:



- Encourage equality, diversity and inclusion in all activities
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all individuals are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's activities and investigate any complaint fairly in line with its policies.
- Review working practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Assess how the equality, diversity and inclusion policy are working in practice, review annually, and take action to address any issues.