



# Chichester Ship Canal Trust & Trading Policies

## Equality, Diversity and Inclusion Policy

### 1. Purpose & Scope

Chichester Canal Trust is committed to equality, diversity and inclusion for staff, volunteers, customers and all those who use the canal. We value everyone, regardless of age; disability; gender; gender reassignment; sex, marital and civil partnership status; pregnancy and maternity; race; religion or belief, or absence of religion or belief; and sexual orientation.

This policy sets out how the Trust will aim to be accessible, flexible and welcoming to people from all backgrounds and to foster an inclusive environment in which individual differences and contributions are valued, respected, and which is free from discrimination.

We believe that treating everyone with respect enhances our reputation and underpins trust in our organisation. Our credibility and impact is also strengthened by understanding and reflecting diversity, building on the varied perspectives and experiences in our organisation.

### 2. Methodology & Practise

To achieve our aims we will take action as follows:

- Our Trustees and Directors will understand their role in ensuring that individuals feel safe to contribute, challenge others, and share their knowledge, skills and innovation. This will help us ensure we recognise and value difference.
- We will welcome diversity and provide equality of opportunity for staff and volunteers. We will improve how we attract and recruit volunteers and staff, building on existing good practice and streamlining our processes.
- For Customers of our cafe and passengers on our trip boats, we will endeavour to accommodate anyone with Special Educational Needs and Disabilities (SEND), mobility issues or any other disability so that they can enjoy the Canal fully and safely. Customers will be encouraged to make us aware of any such issues so that appropriate support can be given. This is an integrated and essential component of our booking process.
- Anyone who believes they have been subjected to or witnessed discrimination will be encouraged to report it to either the boat skipper or the senior person shoreside, as appropriate.
- A record should be made of what has been witnessed or reported as soon as possible, while the details are still fresh.
- We will take a zero-tolerance approach to bullying and harassment.

### Periodic Review of Policy

This policy will be reviewed every three years, or sooner if required, to ensure it remains aligned with legal requirements and best practices for governance in the charitable sector.