

# Rivertime Boat Trust

## Equal Opportunities Policy

January 2018

Review Date: January 2019

Rivertime Boat Trust is an Equal Opportunities Employer. We are committed to a policy of treating all our employees and job applicants equally. No employee or potential employee shall receive less favourable treatment or consideration on the grounds of disability, race, colour, religion, nationality, ethnic origin, sex, marital status, age or sexual orientation or will be disadvantaged by any conditions of employment or company requirements that cannot be justified as necessary on operational grounds.

We aim to ensure that all our employees achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria. We have adopted this policy as a means of helping to achieve these aims.

### **Every Trustee, member of management and all skippers and crew are instructed that:**

- The Rivertime Boat Trust believes in ensuring equal opportunities and equality in employment terms, service and facilities. It is the Trust's policy not to discriminate on the grounds of gender, marital status, ethnic origin, beliefs, colour, sexuality, age or disability.
- The Trust believes that the organisation is a team made up of individuals with their own needs, beliefs and ideas.
- Any person who can meet the requirements of a particular role and can demonstrate this will be considered equally for employment, development or promotion. Wherever possible the Trustees will help all employees develop as an individual, whilst ensuring fairness and equality in all employment areas.
- This policy also applies to the treatment of the people the Trust members work with and the visitors to 'Rivertime'.
- All personnel are responsible for ensuring that the Trust's legal obligations and equal opportunity policies are put into effect.
- The Trust will regard any breaches of this policy as a very serious matter and may treat them as a gross misconduct within the meaning the disciplinary code. All personnel are responsible for applying these principles in practice.