



Equal Opportunities Policy

Introduction:

This policy applies to the treatment of the people the Trust members work with, our volunteers, and the visitors to 'Rivertime'.

Rivertime Boat Trust is an Equal Opportunities Employer. We ensure equal opportunities and equality in employment terms, service, and facilities. We believe that the organisation is a team made up of individuals with their own needs, beliefs, and ideas.

We are committed to a policy of treating all our employees and job applicants equally and have adopted the following guidelines as a means of helping to achieve our aims:

- No employee or potential employee shall receive less favourable treatment or consideration on the grounds of ethnic group, colour, nationality, religion, beliefs, age, marital status, sexual orientation, or disability. Neither will they be disadvantaged by any conditions of employment or company requirements that cannot be justified as necessary on operational grounds.
- 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. 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.
- 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.