

CLASSIC BOAT CENTRE TRUST

Equality, Diversity and Inclusion Policy Statement



Authorised by CBCT Board of Directors

Issued: March 2022

To be reviewed by: March 2025

Person responsible for review: Gwynne Lawrence

To be kept at: If found please return to The Classic Boat Museum Trust, 36, Castle Road, Cowes, Isle of Wight, PO31 7QZ.

Aim of the Policy

The Classic Boat Museum Trust has a commitment to promoting an open, equal, diverse and welcoming environment for all employees, volunteers and users.

The aim of this policy is to communicate the commitment of the trustees to the promotion of equality and diversity in the Museum. It is our policy to act in accordance with the Equality Act 2010, provide equality to employees, volunteers and users of the museum, irrespective of gender, including marital or civil partnership status, religious belief or political opinion, race (including colour, nationality, ethnic or national origins), disability, sexual orientation and age.

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees, volunteers and others who work for the Museum will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without lawful discrimination.

Scope of the Policy

Our Equality and Diversity Policy applies to:

Job applicants and potential applicants, employees, contract workers, trainee workers and students on work experience and placements, volunteer workers and users and potential users of the Museum.

Aims and Objectives

The aims and objectives of our Equality and Diversity Policy are to:

- * Promote equality of opportunity to all persons
- * Promote diversity in everything that we do
- * Promote a good and harmonious working environment in which all persons are treated with respect, free from harassment and discrimination
- * Prevent occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- * Fulfil our legal obligations under the equality legislation and associated codes of practice
- * Comply with the terms of this policy and associated policies
- * Regard all breaches of this policy as misconduct, which could lead to disciplinary proceedings.

Responsibilities

The Chair of Trustees has specific responsibility for the effective implementation of this policy. All volunteers, contracted employees, employees and users of the Museum are expected to comply with it and help create the environment, which is its objective.

In order to implement this policy we shall:

- * Communicate the policy to all employees, volunteers, contract workers and users
- * Incorporate specific duties in respect to implementing the policy into job descriptions and responsibilities of trustees
- * Provide Equality and Diversity training where necessary
- * Ensure that those responsible for recruitment are fully aware of non-discrimination selection techniques
- * Obtain commitments from potential hirers of Museum facilities that they will comply with our policy
- * Encourage users from a diverse range of backgrounds to be involved with the Museum and benefit from its resources.

Monitoring and review

We will establish appropriate information and monitoring systems to assist with the effective implementation of this policy. Trustees will review this policy on a regular basis and take action as necessary.

We are committed to reviewing our policy and good practice annually.

