

ANGEL COMMUNITY CANAL BOAT TRUST



EQUAL OPPORTUNITIES POLICY

ACCT is committed to equal opportunities policy and practice and will ensure that all volunteers, employees and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy ACCT will take account of existing legislation: the Race Relations Act 1976, the Sex Discrimination Act 1975, the Equal Pay Act 1970, the Welsh Language Act 1993 and the Disability Discrimination Act 1995.

This equal opportunities policy will be implemented across all aspects of the organisation's work in :-

the appointment of members to its trustees;

the appointment of officers and volunteers;

all dealings with its members and members of the public.

TRUSTEES

ACCT will aim to ensure that the trustees of the organisation are representative of the organisation. The trustees will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed.

STAFF AND VOLUNTEERS

ACCT will ensure that no employee or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

ACCT is committed to undertaking open recruitment and selection procedures and wherever possible all vacancies will be advertised and fair and equitable processes will be followed.

Volunteers working with the organisation will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

ACCT will also ensure that the changing and developing needs of volunteers are recognised and appropriate adjustments made to working conditions and/or training



provided.

PUBLIC AND SERVICE USERS

ACCT aims to make its services accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential audience, participants, members of users from having equal access to the organisation's activities. This will include:

ensuring that so far as is possible activities take place in venues and premises which are accessible to disabled people,

providing so far as is possible facilities for disabled people to enable them to participate fully in activities, e.g. induction loop, interpreters,

ensuring so far as is possible that the design of publicity material takes account of the needs of disabled people in terms of print, format and information on access;

encouraging and enabling people from under-represented groups to attend and participate.