



Registered Charity No 1072924

BUCKINGHAM CANAL SOCIETY

EQUAL OPPORTUNITIES POLICY

Issue 3 : 5th December 2013

1 Statement

- 1.1 Buckingham Canal Society ("the Society") is committed to implementing and promoting equal opportunities in its activities and practice. It realises that discrimination exists in society (whether protected by law or not), and believes that this prevents potential and ability from being realised in young people and others.
- 1.2 The Society aligns this policy with the Equality Act of 2010 which legally protects people from discrimination in the workplace and in wider society.
- 1.3 The Society will not tolerate discrimination on the basis of:
 - Race
 - Colour
 - Gender
 - Sexual orientation or identity
 - Ethnic or national origin
 - Disability
 - Partnership status or home responsibility
 - HIV or AIDS status
 - Age
 - Political or religious belief
 - Trade union activity
 - Socio-economic background
 - Refugee or asylum seeker status
- 1.4 The Society accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.
- 1.5 The Society recognises that some of its members and volunteers may, because of their past or present distress or illness, say or do things which would otherwise be unacceptable and incompatible with the Society's Equal Opportunities Policy. The Society will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted which aims to alter attitudes and behaviour.
- 1.6 The Society reserves the right to open its membership to any organisation who supports our aims and objectives. However, it will exclude from membership those organisations that actively work against the development of an equal opportunities policy over time, despite encouragement from the Society.
- 1.7 The Society realises that a genuine commitment to equal opportunities must operate on all levels:
- 1.8 The Society will seek to prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination in its deployment of human resources. Where discrimination does occur, it will be dealt with through the agreed procedures. This will be achieved by following the Society's Equal Opportunities Policy.

- 1.9 The Society will seek to prevent discrimination and ensure equal representation in the practices through which it carries out its work. This involves the development of greater diversity in the management committee, networks and membership, to ensure a genuinely wide representation.

2 Responsibilities

- 2.1 The committee of the Society has overall responsibility for the effective operation of this policy. However, all members and volunteers have a duty as part of their involvement with the Society to do everything they can to ensure that the policy works in practice. Those responsible for recruiting volunteers to work on the Society projects are responsible for ensuring that they are aware of the Society's Equal Opportunities Policy and adhere to it while working as the Society's volunteers.
- 2.2 The Society will bring to the attention of all members and volunteers the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.
- 2.3 If any member or volunteer feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter with the committee.
- 2.4 All instances or complaints of discriminatory behaviour will be treated seriously.
- 2.5 Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

3 Disabled Access

- 3.1 The Society will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access. When considering new premises, every effort will be made to ensure such premises are fully accessible.
- 3.2 However it should be noted that restoration sites may by their very nature be unsuitable for disabled access.

4 Use of Language

- 4.1 Members and volunteers should avoid and challenge the use of language which, in any way, belittles anyone
- 4.2 Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, then they will be asked to leave and if they are a member, they may be expelled from the Society if they persist with it.
- 4.3 All materials used or developed by the Society will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

5 Sexual Harassment

- 5.1 No member or volunteer should be subject to sexual harassment.
- 5.2 This is interpreted as unwanted behaviour of a sexual nature including:
- verbal sexual abuse
 - physical contact
 - repeated remarks which an individual finds offensive
- 5.3 If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the member or volunteer who is the recipient of the behaviour will be entitled to make a formal complaint.

6 Monitoring and Review

- 6.1 The Policy will be regularly reviewed by the Society's committee to ensure that no individual in the group is put to a disadvantage, either directly or indirectly. This monitoring will apply to the practices of volunteers, the member organisation, the composition of the Committees and the provision of services.
- 6.2 It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.
- 6.3 The committee of the Society will review this policy at regular intervals

Issue 1: Adopted by the Committee as Policy of the Buckingham Canal Society on 1st June 2000

Issue 2: Reviewed and updated as Policy of the Buckingham Canal Society on 1st March 2012

Issue 3: Comprehensive revision, adopted by the Committee as Policy of the Buckingham Canal Society on 5th December 2013

Issue 4: Reviewed and updated as Policy of the Buckingham Canal Society on 1st June 2017