



Equality Diversity and Inclusion policy

Spirit of Endeavour is committed to encouraging equality, diversity and inclusion within our Charity, and eliminating unlawful discrimination.

The Charity will balance these commitments against the need to ensure that it's Crews are both mentally and physically able to perform the tasks required of them bearing in mind that their tasks relate to the safety of themselves, other crew and passengers. The charity may ask health-related questions before and after recruiting a volunteer, but only if they are specifically related to an intrinsic function of the work. (Employers can refuse to employ someone with a physical disability if it prevents them from performing an "intrinsic" function of the job.)

The Charity is also committed against unlawful discrimination of customers or the public and to providing a service to all people irrespective of their disability, but it also needs to take into account the constraints of a canal boat (which are reflected in our booking conditions) and our overarching concerns for the health and safety of all on board. Notwithstanding these constraints, we have made reasonable adjustments to the boat to ensure that we can accommodate as many people as possible.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our recruitment.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - dealing with grievances and discipline
 - dismissal



Our commitments

The charity commits to:

1. Encourage equality, diversity and inclusion.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.

All volunteers should understand that they, as well as the charity, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their volunteering, against fellow volunteers, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the charity's activities.

Such acts will be dealt with as misconduct under the charity's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal from the charity.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training available to all volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the charity.

5 Monitor applications to be and recruitment of volunteers including assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them periodically, and considering and taking action to address any issues.