

	Document Title	Equality & Diversity Policy		
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Sankey Canal Restoration Society

Equality & Diversity Policy

1. Policy Administration

The Society's policy:

- Is valid from the Issue Date until such time as an updated version is published.
- Will be reviewed every three years, or sooner if required by changes to the Society's activities, to legislation or to best practice guidance.
- Applies to all SCRS Members and Non-Members who are carrying out activities for, or on behalf of the Society, paid or unpaid. The Society does not currently employ any staff.

2. Principles for Equal Opportunities and Diversity

The Society is committed to the elimination of all forms of unlawful discrimination against individuals or groups within our organisation on the grounds of race, sex, sexual orientation, age, disability, religion and other protected characteristics as defined in the Equality Act 2010.

<https://www.gov.uk/guidance/equality-act-2010-guidance>

We support the principle of equal opportunities in all aspects of our activities.

The Society will strive to be a diverse organisation where everyone from the communities along its route and from further afield is encouraged to join and play a part in achieving its aims, irrespective of background.

The Society wishes to make the Sankey Canal and the Sankey Valley corridor more accessible to all, including those with limited mobility and disabilities (recognising that not all forms of disability are visible).

3. Society Actions to Encourage Equal Opportunities and Diversity

The Society is committed to creating an environment free of bullying, harassment, victimisation and unlawful discrimination and it supports dignity and respect for all, where individual differences and contributions are recognised and valued.

The Society shall:

- a) Welcome and recruit volunteers from all sections of society.
- b) Promote equal opportunity through its procedures and practices.
- c) Support individuals who wish to develop new skills, take on new responsibilities or carry out a new role, for example by informal mentoring by an experienced Member, by training and guidance by a competent Member or by attending a course provided by an external training organisation.
- d) Ensure that individuals are not discriminated against and that they are treated fairly, equitably and consistently.

- e) Value diversity and encourage engagement by individuals no matter what their background or experience.
- f) Seek to provide alternative opportunities where age constraints exist under legislation or an insurance policy, for example by arranging an activity session with another community group.
- g) Promote the respectful use and enjoyment of the Sankey Canal and its associated trails, open spaces, woodlands, ponds and watercourses by a wide range of users.
- h) Ensure that existing facilities and future canal improvements can accommodate all forms of disability wherever possible.
- i) Apply these principles to our future dealings with any contractors, consultants and employees who are engaged by the Society.
- j) Work with stakeholders in support of the above actions.

4. Agreement To Follow This Policy

Individuals should understand that they and the Society can be held responsible for acts of bullying, harassment, victimisation and unlawful discrimination to Members and Others. Guidance and information will be provided if required to help people to understand their rights and responsibilities under this policy.

The Society will take seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow Members, suppliers, visitors, the public and any other stakeholders in the course of the organisation's activities.

Such acts will be dealt with as misconduct under the Society's grievance and disciplinary procedures and appropriate action will be taken as per the Volunteers and Grievance Policy P008.

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