



## **Equality, Diversity and Inclusion Policy**

### **Objectives**

- To make Boleh a resource that is genuinely open to anyone who can take part within our user group as defined in our governing document.
- To provide the framework for our users to enjoy sailing training on Boleh in whatever capacity and to whatever level the individual desires.
- To ensure that The Boleh Trust's services are accessible to all, including those who have been under-represented in the past.

### **Policy Statement**

The Boleh Trust is committed to the principle of equality of opportunity and embraces diversity. In carrying out our functions as a charitable trust The Boleh Trust is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of our activities.

The Boleh Trust aims to ensure that all present and potential users, members, volunteers and employees are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

We recognize our responsibilities under the Equality Act 2010 and are committed to meeting them in full. We believe that a culture that embraces

equality, inclusivity and values diversity will help us to ensure that everyone feels involved and included in our activities.

We aim to create an environment which respects and welcomes everyone and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' names in the Equality Act 2010 namely: age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **Implementation**

- Appointments to voluntary or paid positions with The Boleh Trust will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- Ensure that all our employees, volunteers, members and trustees are aware of our policy and are committed to complying with our equality, diversity and inclusion policy.
- The Boleh Trust reserves the right to discipline any of its volunteers, members or employees who practise any form of discrimination in breach of this policy.
- The effectiveness of this policy will be monitored and evaluated on an ongoing basis.

Adopted on 14<sup>th</sup> April 2022