

Swansea Canal Society



Cymdeithas Camlas Abertawe

Equal Opportunities Policy

1. Introduction

Swansea Canal Society is committed to promoting equality, diversity, and inclusion in all aspects of its work. We aim to create an environment where everyone is treated with dignity and respect, and everyone's contribution is valued.

2. Purpose

This policy ensures that all volunteers are treated fairly, regardless of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership status
- Pregnancy or maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation

3. Our Commitments

- **Fair Treatment:** Everyone will be treated fairly and with respect.
- **Recruitment:** Volunteering opportunities are open to all.
- **Reasonable Adjustments:** We will accommodate individual needs where possible.
- **Zero Tolerance for Discrimination:** Any form of harassment, bullying, or victimization is unacceptable and will be addressed.
- **Training & Awareness:** Volunteers will receive guidance on equal opportunities.

4. Responsibilities

- **Trustees & Leadership:** Ensure the policy is upheld.
- **Volunteers:** Act in accordance with this policy.

5. Reporting & Complaints

If anyone believes they have been treated unfairly, they should report it to 1 of the trustees. Complaints will be handled sensitively and fairly.

6. Review & Monitoring

This policy will be reviewed annually to ensure it remains effective and up to date.

Date adopted: 25th March 2025

Signed: *Gordon Walker*

Print name: Gordon Walker, Chairperson