

BEXHILL MARITIME

Registered Charity No. 1203659

Equality and Diversity Policy

Aims

We aim to treat everyone who engages with our project equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Accessibility

We aim for all our meetings and events to be held in venues that are accessible to wheelchair users and we will seek to only use venues with accessible toilets and if possible, a hearing loop. We will liaise with local council officials to make sure our project is accessible to everyone and fully inclusive.

Diversity

Our project is open to everyone. We aim to promote a wide range of social, voluntary or environmental opportunities to suit the interests, and meet the needs of, a wide variety of people.

Inclusion and respect

Everyone engaging with our project should be made to feel equally welcome and included at all meetings and events.

Sexist, racist, homophobic, transphobic, or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in our project.

Dealing with discrimination and harassment

If anyone engaging with our project feels they have been discriminated against or harassed they should raise this with the Project Coordinators or the Directors.

The complaint will be dealt with in line with the Bexhill Maritime's complaints procedure.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the projects' Equality and Diversity Policy. The project will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

There is a place for everybody in our organisation, as a volunteer or as a client.

Hiring of staff and volunteers

The charity aims to give individuals an opportunity to grow and improve and therefore will endeavour to support individuals reach their full potential through the recruitment process of staff and volunteers. When employing paid staff, the charity will seek to advertise the available post to existing staff first, then to existing volunteers, and if the post remains unfilled after this point it will be advertised publicly. All post recruitment will follow the equality and diversity procedures set out in this policy.

Implementation and Quality Assurance

Implementation is immediate and this Policy shall stay in force until any alterations are formally agreed by Directors. This Policy will be reviewed annually by the Directors, sooner if legislation, best practice, or other circumstances indicate this is necessary.

All aspects of this Policy shall be open to review at any time.

Policy adopted: 15/7/2023

Updated

Next review date: July, 2025