

# **The Chesterfield Canal Trust Ltd**

## **Equal Opportunities and Diversity Policy**

- The Chesterfield Canal Trust Ltd. (CCTL) is committed to the elimination of all forms of discrimination against individuals or groups of individuals within our organisation on the grounds of race, sex, age, disability, religion and other factors and it supports the principle of equal opportunities in all aspects of its work.
- The Trust wishes to be an organisation where everyone, irrespective of background, is actively encouraged to join it and participate fully in achieving its aims.
- CCTL wishes to make the Chesterfield Canal and its environs more accessible to all, including those with disabilities.
- Through becoming a more diverse organisation, the Trust believes it will attract greater ownership and objectives by a wider spectrum of the communities that live along the canal and more widely.

### **CCTL proposes to do this by:**

- Welcoming and recruiting volunteers from all sections of society
- Actively promoting equal opportunity through its procedures and practices
- Ensuring that individuals are not discriminated against and that they receive treatment which is fair, equitable and consistent
- Valuing diversity and encouraging engagement by individuals with a wide range of experience
- Promoting the use of its passenger trip boat the John Varley for wheelchair users, and working to ensure that there are no barriers to access in any of its facilities
- Ensuring that canal improvements and facilities accommodate disabled people wherever possible
- Ensuring that its members are aware of and support our Equal Opportunities and Diversity Policy.

The Chesterfield Canal Trust believes that equalising membership not only meets legal and social responsibilities but also promotes organisational effectiveness. By implementing this statement the Chesterfield Canal Trust aims to foster a healthy and creative climate in which the organisation can continue to improve services to the communities it seeks to serve. The Policy will be reviewed on a regular basis.

The Chesterfield Canal Trust Ltd. is a charitable company run entirely by volunteers. It currently has no paid employees and as yet owns no premises.

Registered charity no 107376

Agreed by the Trustees 22 August 2005

Reviewed January, 2010

For further review on completion of Hollingwood