

2018



WRT Equality & Diversity Policy

WRT 03/18

WEARDALE RAILWAY TRUST

Weardale Railway Trust

Equality & Diversity Policy



Introduction

Our equality and diversity values are reflected in everything we do. We value diversity among our volunteers and expect everyone to be treated with equal dignity and respect. We also understand that you have a life beyond volunteering responsibilities.

In line with The Equality Act 2010, the Weardale Railway Trust must ensure it protects from discrimination, in respect to those who volunteer, access Trust events or visit.

1. The aims of the WRT as reflected in this policy are to:

- To support the Weardale Railway Trust board and volunteers to create a culture which fosters equality and seeks to provide a working and learning environment free from discrimination, harassment or victimisation.
- Our volunteers and membership reflects the diverse society that it serves
- No volunteer receives less favourable treatment by reason of age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, or pregnancy and maternity
- No volunteer is disadvantaged by conditions or requirements, which cannot be justified by the requirements of the job.

2. WRT Trustees have formal responsibilities under this Policy and are expected to familiarise themselves with the Policy and Procedures and have a duty to implement this Policy and to make every effort to ensure that equality and diversity is supported.

All members of the Trust have the right to expect professional behaviour from others, and a corresponding responsibility to behave professionally towards members and visitors ensuring any equality and diversity issues are not over looked or ignored.

Operational activities are governed separately by Weardale Railway CIC and current Rule Book.

3. All members have a personal responsibility for complying with this Policy and Procedure and must comply with and demonstrate active commitment to this Policy by:
- valuing the diversity brought by individuals from different ages, genders, racial, ethnic and national backgrounds and seeks to provide a working and learning environment free from discrimination, harassment or victimisation.
 - creating a positive, inclusive culture where issues of discrimination, stereotyping based on age, gender, race or disability can be discussed openly, with shared commitment to respect diversity and difference.
 - The WRT seeks to encourage good relationships between people irrespective of their age, gender, ethnicity, religious beliefs or disability.

The Weardale Railway Trust are committed to the 'Positive about Disabled People' standards.

4. Diversity means valuing all our people and the contribution they can make. We welcome the differences amongst them and believe that those differences give added depth to our work. We aspire to make the greatest possible use of their talent and capabilities and to provide real opportunities for their professional development.

Our aspiration is that the behaviours and actions that support diversity and inclusion will come from the conviction of WRT Directors and volunteers.

'Inclusion' means creating safe and welcoming place to volunteer with fair cultures that encourage innovative and fresh ways of thinking, and allow people to speak up, especially to suggest where things could be done better. Diversity is about getting a mix and inclusion is about making sure that mix works well.

Procedure

Responsibilities of the Weardale Railway Trust board is as follows;

1. Be aware of WRT statutory duties pertaining to age, gender, racial, religious and disability duties in relation to legislation,
2. Identify activities that affect most people,
3. Prioritise policies based on relevance to equality of opportunity,
4. Assess how the policy is being carried out on a day to day basis and where practicable, make reasonable adjustments to the working environment to accommodate specific requirements of people,
5. Consider changes to this policy in light of new legislation and/ or experience,
6. Ensure volunteers who are responsible for leading activities are familiar with this policy and get support if they require it,
7. Ensure that work activities, training, content and resources demonstrate sensitivities to issues of age, gender, racial/cultural, religious and disability diversity to ensure the policy is successfully deployed,
8. Provide a framework in which inappropriate behaviour by WRT Directors and volunteers can be eradicated.

Responsibilities of Weardale Railway Trust volunteers is as follows;

1. Support the policy through their own behaviour,
2. Challenge inappropriate behaviour by fellow volunteers,
3. Follow the complaints procedure,
4. Work schemes, training content and resources demonstrate sensitivity to issues of diversity,
5. Be aware of WRT statutory duties in relation to age, gender, racial, religious and disability duties in relation to legislation.

This Policy will be reviewed by the WRT board on an annual basis, with any updates and amendments included as a result of any changes in legislation or in response to feedback from third parties or volunteers.

Network Rail www.networkrail.co.uk/who-we-are/diversity-and-inclusion/

English Heritage www.english-heritage.org.uk/about-us/our-people/jobs/equality-and-diversity/

Weardale Railway Trust Equality Policy 2009

Weardale Railway CIC Rule Book v2.1 2016

The Equality Act (2010) www.gov.uk/guidance/equality-act-2010-guidance

WRT Equality & Diversity Policy & Procedure v1

Date approved	3rd December 2018	
Date of review	3rd December 2020	
Signed by and on behalf of Weardale Railway Trust	Name Mr Kevin Richardson Designation Chairman	Signature <i>K Richardson</i>
Signed by and on behalf of Weardale Railway Trust	Name Mr Paul Wilson Designation Secretary	Signature <i>P Wilson</i>

