

Inclusion & Diversity: Policy Statement

We are committed to valuing diversity and to creating an inclusive environment that welcomes and celebrates difference and values each individual. We pride ourselves on, and are committed to, a workplace that reflects our values, and embraces inclusion and diversity in all our interactions with colleagues, volunteers, customers, visitors, suppliers, contractors and in the communities that we serve.

At the heart of our values is a commitment to treat each other with dignity and respect. We embrace the talents, beliefs, backgrounds, and abilities of all our colleagues and volunteers. We do not condone bullying, harassment or victimisation of any kind.

We recognise the potential that all people bring to the Trust regardless of age; disability; gender reassignment; marital and civil partnership status; pregnancy and maternity; race and ethnicity; religion or belief or absence of religion or belief; sex; or sexual orientation.

Guiding principles & responsibilities

Our customers and beneficiaries, and the communities around our waterways, are diverse. We recognise that having a more diverse workforce will help us reflect the needs and interests of all people and help make sure our waterways are welcoming and inclusive places, open and available for all.

We will offer an inclusive environment in which individual differences and contributions are valued and respected, and which is free from discrimination, bullying or harassment. We will respond promptly when concerns arise and provide inclusion and diversity training as mandatory for all colleagues.

We are committed to providing equal opportunities to all, fulfilling obligations under Equality Act 2010 and associated codes of practice.

Our people management policy statements, standards, systems and tools are designed to avoid discrimination of any kind. They will be regularly reviewed, in collaboration with our Trade Union partners, to ensure we work towards identifying and eliminating discriminatory practices and keep up with best practice.

Recruitment, selection & career development

We recognise the need to build a more diverse workforce and strive to attract applications from across society and aspire to reflect the communities we serve. Our recruitment and selection practices will be fair and non-discriminatory, and free from bias.

We are committed to providing opportunities for colleagues to learn new skills and grow professionally, and opportunities will be offered equally.

Disabilities

We are committed to providing reasonable adjustments and support to disabled colleagues and volunteers.

Diversity monitoring

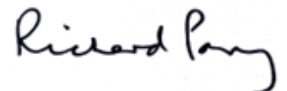
We will ask for diversity data from potential recruits, colleagues, and volunteers to enable us to identify inequalities, and put improvements in place.

Concerns

Whatever your relationship with the Canal & River Trust, if you believe you have been subjected to or have witnessed any form of harassment, bullying, discrimination or intimidation, we want to address this swiftly and effectively. Please refer to our Whistleblowing Policy Statement for more information.



David Orr CBE
Chair to the Board of Trustees



Richard Parry
Chief Executive

November 2023

