



Caring



Open



Local



Inclusive



Excellence

Inclusion & diversity our commitment

Summary

At the Trust we care passionately for our waterways and, as importantly, for those who look after and use them.

The Trust is committed to supporting diversity and to creating an inclusive environment that welcomes and celebrates different cultures and groups

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.

The Trust recognises the potential that all people bring to the workplace regardless of:

- Age
- Disability
- Gender
- Gender reassignment
- Marital and Civil Partnership status
- Pregnancy and maternity
- Race
- Religion or belief or absence of religion or belief
- Sexual orientation

Guiding principles & responsibilities

- The Trust is committed to providing equal opportunities to all, actively supporting diversity (both visible and invisible) and inclusion, fulfilling the obligations under Equality Act 2010 and associated codes of practice.
- The Trust will offer an inclusive working environment in which individual differences and contributions are valued, respected, and which is free from discrimination, bullying or harassment. We will respond promptly when concerns arise, and provide Inclusion & diversity training as mandatory for all colleagues.
- The Trust's people management policies, processes, systems and tools are designed to avoid discrimination of any kind. Any decisions affecting an individual's employment and career development are based on their ability, contribution and genuine occupational requirements.
- All policies and procedures 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.

- Our customers and beneficiaries, and the communities around our waterways, are diverse, and 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.

Recruitment, selection & career development

The Trust strives to attract applications from across society and aspires to reflect the communities we serve. Our recruitment and selection practices will be fair and non-discriminatory, without relative value being placed on any protected characteristic.

The Trust is committed to providing opportunities for colleagues to learn new skills and grow professionally, for a current role or a potential future role, and opportunities will be offered equally.

Disabilities

Anyone who is disabled, or should become disabled, is encouraged to make the Trust aware so that appropriate support may be given.

Diversity monitoring

To get an accurate picture of the Trust and to identify inequalities, data will be collected, on a voluntary basis, individual personal information on the diversity of potential recruits and existing colleagues.

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 for more information.

Richard Parry
Chief Executive
Canal & River Trust

Allan Leighton
Chair
Canal & River Trust