



Canal &
River Trust

The
Benefits
of being
Inclusive



A guide to
Understanding
Diversity &
Inclusion



Contents

	Page
Introduction	3
What is diversity and inclusion?	4
Why does diversity and inclusion matter?	6
Why does diversity and inclusion matter to the Trust?	8
How can you help?	10
Find out more	11

Introduction



I want all of our employees and volunteers to understand why diversity and inclusion is so important to the future of the Trust.

We need our workforce to be diverse and representative of the communities we serve, and ensure that we are welcoming to all, regardless of race, religion, gender, disability, sexual orientation, or any other characteristic. It must be absolutely clear that there is no place for intolerance of any kind here at the Trust.

I hope that you find something here to inform or challenge you in this document, something that answers a question or provokes a conversation. We all need to understand why this is important and to embrace our diversity as an essential part of the journey we are on.

Thanks
Richard Parry
Chief Executive



What is diversity and inclusion?

Diversity refers to the **differences** between individuals both visible and invisible.

Some examples of those differences are **gender, age, race, disability, ethnicity, religious belief, education, sexual orientation, skills, length of service, learning styles.**

Diversity is about developing an environment that works for **ALL** employees.



"Diversity is being invited to the party; inclusion is being asked to dance."

Verna Myers



Having a diverse culture will help, enable and encourage **everyone** to reach their full potential.

Inclusion is central to Diversity.

It addresses **workplace behaviour** and focuses on our **culture** and **understanding differences.**

It is simply thinking about your actions and understanding whether they could be excluding people, either consciously or unconsciously. It is also about getting rid of discrimination and intolerance.



Why does diversity and inclusion matter?

Because it's the right thing to do.

It's about creating equal opportunities for everyone.

Because it's good for business.

Companies that embrace diversity gain higher market share and a competitive edge in accessing new markets. In other words, more people will know about us and more people are likely to support us, by visiting our waterways, or by donating their money or their time as volunteers.



Because it's good for us.

By working with people from different backgrounds and with different experiences and working styles, we learn and get another view. Diverse views make for better decisions, encourage innovation and drive a high-performance culture.



Why does diversity and inclusion matter to the Trust?

There are additional reasons why diversity and inclusion matter to the Trust.

We often say that over 50% of the population of England & Wales lives within five miles of one of our waterways – the truth is that, in some densely populated cities, 100% of people live within one mile of the waterways, and these are often the most diverse communities. So this is a huge opportunity for us. We know that we need to do more to appeal to everyone, in all the communities we serve.



We also know that we need to do more to appeal to the workforce of tomorrow, attracting people from a variety of backgrounds to ensure we are able to continue to deliver a high-quality experience for our customers into the future.



The Trust needs to appeal to all parts of the communities we serve – and we need to create a working environment that people from all walks of life will want to be a part of.

It's the future.





How can you help?

We are all told to protect our information these days – but certain information can help make things better.

It's good for us to know how diverse we are because then we can provide an environment that works for all our people. We can ensure that we can support the different needs through policies, processes, services and support that are useful to all our people who work and volunteer with us.

It also gives us a sense of how diverse we are in comparison with the communities we serve – and we can think about what we need to do to be more appealing to a more diverse range of people.

You can find our People policies on Gateway:

Maternity, Paternity, Adoption, Time off for dependents, Shared parental leave, Flexible working, Family friendly policies, Equality and Diversity, Bullying and harassment.

We have established four diversity working groups:

Gender – share any ideas you may have to improve the gender balance here at the Trust at

Gender.Diversity@canalrivertrust.org.uk

Diversity – to find out more contact **catherine.kirkland@canalrivertrust.org.uk**

Disability – to find out more contact **joanne.sutcliffe@canalrivertrust.org.uk**

LGBT – get involved at **rainbow@canalrivertrust.org.uk**

For further understanding of D&I please visit:

Trust-ED – Catalogue – Diversity & Inclusion – Diversity & Inclusion: Respect at Work

or speak to the OD team about face to face courses.

You can also read our **Working Well Together** pages on Gateway.*

You can contact our **free 24 hour personal support service**, the Employee Assistance Line, by calling **0800 716 017**.

If you feel you are being bullied, you can call our confidential bullying hotline on **0113 236 6345**.

*If you don't have access to Gateway, your line manager should be able to print you off anything you would like to see.

“Diversity and inclusion are central to the organisation we want to become. We all need to know how we can personally contribute to make the Trust a more diverse and inclusive place.”

Allan Leighton

Chairman

“Our differences, and our similarities are what make us all unique, and as an organisation it is important to recognise, understand and share the differences and similarities, so that we can all learn from each other. It is not about ‘labelling’; but about understanding and accepting, and often adapting your own behaviour or the delivery of your service to be inclusive and relevant. If we can do this, we can not only continue to grow as a great place to work, but also provide a great service to the diverse communities that we need to engage with.”

Ani Sutton

Development & Engagement Manager

“We need to provide great places that support wellbeing for everyone – not just one group of people. Having the widest possible range of experiences and ideas means we can create a waterway network fit for the entire nation.”

Dick Vincent

National Towpath Ranger