

THE AIRE RIVERS TRUST - EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the Board to the promotion of equality of opportunity in The Aire Rivers Trust. The Trust recognises that there is a statutory duty under the Equality Act 2010 to implement an equal opportunities policy. This policy applies to all Trustees, employees, applicants for employment, volunteers and anyone associated with or acting on behalf of the Trust.

Except as provided in the legislation, it is our policy to treat everyone with whom we interact equally irrespective of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

We are opposed to all forms of unlawful and unfair discrimination. Everyone associated with the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other relationship with the Trust will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help anyone associated with the Trust to maximise the effectiveness of the organisation.

The Board has specific responsibility for the effective implementation of this policy. We expect all members of the organisation to abide by the policy and help to create the equality environment which is its objective.

**Approved by the Trustees and signed by Geoff Roberts -- Chairman of Board
on 19 September 2018**