A RAILWAY OWNED BY THE COMMUNITY FOR THE COMMUNITY

A Community Benefit Society (No 8486)

AVCR EQUAL OPPORTUNITIES POLICY

OVERVIEW

AVCR is committed to eliminating discrimination and encouraging diversity amongst our volunteers.

Our aim is that each volunteer feels respected and is valued based upon their skills, performance and commitment.

It is the continuing policy of AVCR to provide equal opportunities to all volunteers without regard to the actual or perceived protected characteristics referenced below.

AVCR is committed to treating all volunteers fairly and as such no volunteers will be treated less favourably due to their association with someone who has a protected characteristic.

Protected Characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership (applies only to someone who actually personally has this characteristic)
- Pregnancy and Maternity
- Race (including ethnic origin, colour, citizenship, nationality, and national origin)
- Religion or Belief
- Sexual Orientation

AVCR is also conscious to ensure that where a volunteer has a combination of two protected characteristics this does not result in the volunteer receiving less favourable treatment compared to someone who does not share either of those characteristics.

People will be judged solely on merit and ability during recruitment, selection, training, and development.

Third Party Harassment

AVCR values all volunteers equally and as such takes very seriously the harassment of volunteers by a third party during the course of their involvement in AVCR. We are committed to taking such steps as is reasonably practicable to prevent third party harassment from occurring.

Fair Treatment

All volunteers will be treated fairly and with respect. This policy applies to all decisions, including those in connection with:

- Recruitment, selection and advertisement of roles

- Training and skills development
- Grievance and disciplinary procedures
- Relationships between AVCR Board and fellow volunteers

General Positive Action

General positive action may be taken to provide appropriate conditions and facilities to meet the special needs of disadvantaged or underrepresented groups or to enable or encourage participation. It may include such action as adapting the working environment for disabled volunteers.

General positive action may be taken where:

- AVCR reasonably thinks that where persons share a protected characteristic those persons suffer a disadvantage connected to that characteristic; or
- They have needs that are different from the needs of those that do not share that characteristic; *or*
- Where there is disproportionately low participation in an activity by persons who share a protected characteristic.

Enquiries about Disability and Health during Recruitment

As an equal opportunity charitable organisation **AVCR** will not ask about the health of a volunteer (including whether they are disabled) prior to starting a role, unless the volunteer is seeking a safety critical role which requires a medical assessment for insurance purposes, such as a Driver or Guard.

Promotion of Equal Opportunities and Observance of the Policy

Each volunteer and Board member of **AVCR** has an obligation to promote an equal opportunity environment and has a duty to observe and apply this policy at all times.

In particular they must not:

- Discriminate against or harass colleagues, other volunteers
- Induce, or attempt to induce, other volunteers to practise unlawful discrimination
- Victimise individuals who have made allegations or complaints of discrimination, or provided information about such discrimination.

Violation of this policy is a serious offence and could result in disciplinary action and/or barring from AVCR.

The Chair of the Board will, with the assistance and co-operation of Board members, take steps to ensure compliance with this policy. This will include annual reviews of equality issues, monitoring activities and complaints.

To ensure effective operation of this policy and for no other purpose, **AVCR** will keep a record of volunteers. From time to time, it may seek the co-operation of volunteers/members to be able to check/correct their own record of these details. Otherwise, access to this information will be strictly restricted.

If volunteers feel that they have been treated in a manner that is not in accordance with this policy, they should raise this matter with the Board. **AVCR** takes such matters seriously and aims to resolve any complaints in accordance with its Grievance Procedure. If there is a good reason as to why someone is unable to raise this matter initially with the Board, contact should be made with the Chair of the Board in relation to the complaint via avcrchair@gmail.com. All complaints will be treated seriously and, where possible, in confidence.