

Littlehampton Heritage Railway Association

Equality, Diversity, and Inclusion Policy

Littlehampton Heritage Railway Association is committed to promoting an environment based on dignity, trust and respect, and one that is free from unlawful discrimination and representative of all sections of society. We believe that our railway is made up of unique people, whether it be in terms of background, personal characteristics, experience, skills or motivations and we value the differences they bring.

We are committed to equal opportunities and an inclusive culture, and we will not tolerate abuse, discrimination, harassment or bullying in any form. If a volunteer believes they are the target of inappropriate behaviour, the issue must be addressed. We take seriously our responsibility to ensure that any matter is fully resolved to ensure the wellbeing of all volunteers.

In adhering to this policy, the Trustees will:

- Cultivate a culture where equality, diversity and inclusion are promoted across all areas of our railway.
- Encourage openness, listen to, value and provide support to anyone who raises genuine concerns in good faith under this policy.
- Constructively challenge inappropriate comments or ways of working.
- Seek to identify and mitigate any inequalities or discrimination, manage, prioritise and, where required, escalate any incidents and evaluate lessons learnt.
- Regularly review our performance to achieve and maintain a truly inclusive culture
- Ensure that this policy is available to and understood by all volunteers.

In adhering to this policy, all volunteers will:

- Treat colleagues, passengers and other persons who may be affected by our activities fairly and with dignity, and respect
- Allow for different views and viewpoints and make space for others to contribute
- Co-operate, commit, and assist the Trustees in creating an inclusive culture.
- Report any instance of discriminatory behaviour, victimisation, harassment or bullying to any of the Trustees or Officers of the Railway.
- Undertake training (and re-training) as required.

The Trustees have overall responsibility for ensuring this policy is complied with. It will be reviewed at least once a year and at such other times as may be required, to ensure it remains relevant and appropriate to the aims and objectives of the Railway.

For and on behalf of the Trustees

Chris Shanks
Chairman, Littlehampton Heritage Railway Association