



Founded 1948

# Thames Sailing Barge Trust

Handsel House, Walden Close, Gt. Totham, Maldon CM9 8UJ

## Discrimination, Equality and Bullying

**Thames Sailing Barge Trust** and **TSBT Sailing & Charters Ltd** (the “Trust”) are committed to eliminating discrimination and recognising equality and diversity in our own policies, practices and procedures and encouraging those outside our organisation to do the same in their dealings with volunteers, customers, suppliers and third parties.

The Trustees and Management Committee are committed to complying in both letter and spirit with all legislation and associated codes of practice in force either now or in the future insofar as they can apply to an organisation based upon volunteers and a maritime environment.

**It is against the law to discriminate against anyone because of:** [Equality Act 2010 source Gov.uk]

- **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 or belief**
- **Sex**
- **Sexual orientation**

You are protected from discrimination at work, in education, as a consumer and as a member or guest of a private club or association and also if you are associated with someone who has a protected characteristic or you have complained about discrimination or supported someone else’s claim.

**We aim to treat everyone equally and the same attention, courtesy and respect and we expect our volunteers and members to do likewise.**

The **Trust** will investigate all reports of alleged **verbal** and **non-verbal conduct** which may have created an intimidating, hostile, degrading, humiliating, or offensive environment perceived by any person.

In the first instance, behaviour causing offence should be reported confidentially to the Chairman, or a Trustee or a member of the Management Committee or, if at sea, the Mate. It will be logged.

The Trustees will consider all complaints and if an amicable resolution cannot be achieved, reserve the right to protect others by removing the offender.

The Trustees cannot tolerate repetitive breaches of conduct which might tarnish the Trust and personal reputations.

A company limited by guarantee registered in England and Wales No. 04726591  
A non-profitmaking organisation –  
Registered Office as above  
Registered Charity No. 1102840

