



2022 EQUALITY POLICY

“For [Jesus] himself is our peace, who has made the two groups one and has destroyed the barrier, the dividing wall of hostility” Ephesians 2:14

“There is neither Jew nor Greek, slave nor free, male nor female, for you are all one in Christ Jesus” Galatians 3:28

Context

1. The Walrus Cruise is an equal opportunities employer (of volunteers), recognises the value of equal opportunities and seeks, wherever possible, to follow the guidelines drawn up by the relevant statutory body.
2. The Walrus Cruise reserves the right to appoint activity Leaders who are loyal to our evangelical Christian beliefs and to operate our activities in a manner which preserves our distinctiveness in accordance with the Equality Act 2010, Part 1, Schedule 9.
3. The Walrus Cruise recognises that the UK has a rich diversity of cultures from around the world and seeks to bring Christian witness equally to all Cruise participants regardless of the culture from which they have come.

Scope

4. These guidelines apply to all Walrus Cruise Trustees, Leaders and Crew.
5. Subject to clause 2 above, the Walrus Cruise will not otherwise tolerate unlawful discrimination (including harassment) on the grounds of an individual’s sex, race, marital status, colour, ethnic or national origin, disability, gender reassignment, sexual orientation, age, religious belief, union membership/activities, or employment status. Any reference to discrimination in this policy includes all such possible grounds.

Implementation

6. The overriding principle is that everything Cruise participants do, whether face-to-face or otherwise, should honour God, whilst not putting them in vulnerable positions or exposing them to the potential for false accusations.
7. Subject to the limitations of the hire boats and clause 2, the Walrus Cruise will ensure that people with disabilities are given equal opportunity and will fully consider making reasonable adjustments to working practices, equipment and boats to ensure that a disabled person is not put at a substantial disadvantage due to their disability.
8. It is the responsibility of every participant to eliminate unlawful discrimination by ensuring the practical application of this Equality Policy and reporting concerns about any possible breach of this policy to the Commodore (or other Trustee), their Skipper or the Leader i/c Health.
9. All allegations of unlawful discrimination (including harassment) will be treated seriously. Unlawful discrimination is totally unacceptable and unlawful harassment of any other participant will be deemed to constitute gross misconduct. In serious cases, such behaviour in the absence of mitigating circumstances will result in the person being asked to leave the Cruise.