

Equality Policy

1. Purpose

The Walrus Cruise is a Christian charity whose purpose is to advance the Christian faith and to provide education and training to young people through adventurous sailing activities.

This policy sets out how The Walrus Cruise seeks to treat all people with dignity, fairness and Christian love, while recognising the practical and safety constraints of operating in yachts and outdoor environments.

The charity seeks to do its best to include and support participants, but cannot guarantee that it is able to accommodate every individual's needs or behaviours safely.

2. Christian Foundation

The Walrus Cruise affirms that God is sovereign and that His purposes and commands are supreme.

We believe that all people are created in the image of God and therefore possess inherent dignity and worth. We are called to love our neighbour, to act justly, to show mercy, and to walk humbly before God.

In all that we do, we seek to obey God and comply with the laws of the country.

These convictions shape how we treat others, how we set boundaries, and how we exercise responsibility for the safety and wellbeing of those in our care.

3. Legal Context

The Walrus Cruise operates in accordance with the Equality Act 2010 and other applicable UK law.

We do not tolerate unlawful discrimination, harassment or victimisation on the basis of protected characteristics defined in law, including:

- Age, disability, sex, race, colour, ethnic or national origin, religion or belief, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy or maternity.

The Walrus Cruise is an explicitly Christian charity and has adopted a formal **Statement of Faith**, which sets out the beliefs and lifestyle expectations that underpin its work.

Where permitted by law, including under Schedule 9 of the Equality Act 2010, The Walrus Cruise reserves the right to:

- require those serving in leadership roles to affirm and uphold the Statement of Faith;
- organise and run activities in a manner consistent with that Statement of Faith;
- decline applications for participation or leadership where the charity reasonably believes that it cannot safely or responsibly meet an individual's needs, manage behaviour, or ensure the wellbeing of others.

4. Scope

This policy applies to all Walrus Cruise activities and to all those participating in or leading those activities.

It is primarily concerned with how the charity:

- selects and supports Crew members;
- appoints and works with Leaders;
- sets expectations for behaviour during Cruises and related activities.

5. Expectations of Conduct

All those involved with The Walrus Cruise are expected to:

- treat others with respect and courtesy;
- avoid language or behaviour that is abusive, humiliating or deliberately exclusionary;
- be mindful of power imbalances, particularly between adults and young people;
- challenge behaviour that undermines a safe and welcoming environment.

Disagreement or difference of belief does not justify unkind, dismissive or discriminatory behaviour.

6. Inclusion in Practice

The Walrus Cruise seeks, as far as reasonably practicable, to enable participation and inclusion.

However, the charity operates in environments that are inherently constrained, including sailing yachts, water-based activities and outdoor settings. These environments place limits on what can be safely accommodated.

Accordingly:

- participation is subject to the charity's ability to manage risks safely;
- reasonable adjustments will be considered but may not always be possible;
- applications for participation or leadership may be declined where behaviour, medical needs, mobility requirements or other factors cannot be safely supported within the context of a Cruise;

- decisions will be made with care, prayer and good judgement, prioritising the safety and wellbeing of all involved.

Inclusion does not require the charity to accept risks or responsibilities that it cannot reasonably manage.

7. Children and Young People

The welfare of children and young people is paramount.

This policy operates alongside the Safeguarding Policy and reinforces the expectation that:

- children are treated fairly and without favouritism;
- bullying, harassment or exclusion are addressed promptly;
- differences are handled with care and sensitivity.

8. Raising Concerns

Anyone who experiences or witnesses behaviour that may breach this policy is encouraged to raise the matter:

- with a Leader;
- with the Commodore;
- or with another Trustee.

Concerns will be taken seriously and handled appropriately, in line with the Complaints Procedure and Safeguarding Policy where relevant.

9. Governance and Review

The Trustees are responsible for overseeing the application of this policy and ensuring that it remains consistent with Christian teaching, legal obligations and the charity's purposes.

This policy will be reviewed periodically, and at least every three years.

Last updated: February 2026