

**Didcot Railway Centre - Home of the Great Western Society**  
**Equality Policy - version 4**

**The context**

Our Vision is to recreate the golden age of the Great Western Railway.

Our Mission is:

- . To be a nationally accredited independent organisation
- . To maintain Didcot Railway Centre as a working museum dedicated to the Great Western Railway
- . To provide suitable facilities to demonstrate restoration and maintenance of the Collection
- . To be open to the public for the enjoyment, benefit and education of the community.

Our challenge is to become a more commercially orientated organisation in order to achieve the Vision.

The Great Western Society (GWS) is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that the Society will be representative of all sections of society and that each member of staff and volunteer feels respected and able to give of their best.

The Equality Policy has been revised to reflect the provisions of the Equality Act 2010, which brings together, harmonises and in some respects extends previous equality law. The Act covers private clubs and associations as well as employers. The main change is that the Act builds on the previous obligations on associations not to discriminate because of disability, race and sexual orientation by extending the ban on discrimination to also cover gender reassignment, pregnancy and maternity, religion or belief and sex.

Equality in the workplace is good management practice and makes sound business sense. To that end, the purpose of this policy is to provide equality and fairness for all in our employment and working membership, and not to discriminate on grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage & civil partnership, pregnancy & maternity, and working arrangements. We oppose all forms of unlawful and unfair discrimination.

We will treat all staff and volunteers fairly and with respect. Selection for employment, promotion, training, representation on internal committees, or other benefit will be on the basis of aptitude and ability. All staff and volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the GWS.

Our commitment:

- . We will create an environment in which individuals are respected and in which the differences and contributions of all our staff and volunteers are recognised and valued.
- . We will not tolerate any form of intimidation, bullying or harassment.
- . We will make training, development and progression opportunities available to all.
- . We will brief our staff and volunteers on the Equality Policy.
- . We will review all our employment and volunteer practices and procedures to ensure fairness.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by senior management and was approved by Council on 12<sup>th</sup> July 2011. The policy will be monitored and reviewed every three years.

Ann Middleton  
Version 4  
July 2011