

**Great Western Society Ltd  
Didcot Railway Centre  
Equality Policy**

**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 reflects the provisions of the Equality Act 2010, which legally protects people from discrimination in the workplace and in wider society. It is against the law to discriminate against anyone because of: age; being or becoming a transsexual person; being married or in a civil partnership; being pregnant or having a child; disability; race including colour, nationality, ethnic or national origin; religion, belief or lack of religion/belief; sex; or sexual orientation.

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. 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.

The Equality Policy is fully supported by senior management, was discussed by the Didcot Railway Centre Committee on 18 May 2017 and approved by the GWS Board on 1 July 2017. The policy will be monitored and reviewed every three years.

Ann Middleton  
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