

# Lady Grace Boat Trips Inclusion and Equality Policy

## EQUALITY

At Lady Grace Boat Trips I am committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from my organisation, irrespective of race, gender, disability, faith or religion or socioeconomic background. I aim to develop a culture of inclusion and diversity in which all those connected to the Lady Grace Boat Trips feel proud of their identity and able to participate fully in activities on board. Lady Grace Boat Trips recognises it has to make special efforts to ensure that all groups prosper including:

- Boys and girls, men and women
- All minority ethnic groups including travellers, refugees and asylum seekers
- Pupils or families with different religions or beliefs
- Pupils and others with special educational needs
- Pupils and others with a range of disabilities
- Children who are looked after and their carers
- Children or staff who are gay or lesbian
- Pupils who are pregnant or have just given birth
- Pupils or staff undergoing gender reassignment

We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. As an organisation I believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit me. Lady Grace Boat Trips tries to ensure that disabled pupils can play as full a part as possible in the activities. We implement accessibility plans, which are aimed at:

- Increasing the extent to which disabled pupils can participate in the activities.
- Improving the physical environment of the boat to enable disabled pupils to take better advantage of education, benefits, facilities and services provided.
- Improving the availability of accessible information to disabled pupils and their families.