

Equality, Diversity and Inclusion Policy

Western Locomotive Association Ltd
(Version 3.1)

Everything you need to know...

Western
Locomotive
Association



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1. About this policy

1.1 The Western Locomotive Association Ltd (WLA) is committed to encouraging equality, diversity and inclusion among our volunteer workforce, and eliminating unlawful discrimination.

The aim is for our volunteers to be representative of all sections of society and for each volunteer to feel respected and able to give their best.

The WLA - in providing services to the Severn Valley Railway (SVR) and its members is also committed against unlawful discrimination of any members, suppliers, customers or the public.

2. Purpose of this policy

2.1 2.1 The purpose of this policy is to provide information about our Equality, Diversity & Inclusion (EDI) Policy and to encourage our organisation to understand EDI better.

2.2. This policy has been devised at Board level, in consultation with the Management Committee.

2.3 This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

2.3 Not unlawfully discriminate within the Equality Act 2010 “protected characteristics” of:

- Age
- Disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

2.4 Oppose and avoid all forms of unlawful discrimination, including dealing with opportunities, training, grievances and discipline.

3. Who is responsible for this policy?

3.1 The WLA's Board has overall responsibility for the effective operation of this policy, within its Environmental, Social & Governance (ESG) framework. The Board works in conjunction with the WLA's Management Committee for overseeing its implementation to the Volunteer Members, working within or on behalf of the WLA, in conjunction with policies set out by the Severn Valley Railway (SVR).

3.2 The WLA's Board assumes day-to-day responsibility for this policy and any questions about this policy should be referred to a Board member.

3.3 This policy is reviewed annually by the Board. Changes may be made at any time as government guidance develops.

4. Agreement to follow this policy

4.1 The equality, diversity and inclusion policy fall within the WLA's ESG framework and is fully supported by WLA Board and WLA Management Committee.

5. Our disciplinary and grievance procedure

5.1 The WLA works within policies set out by the SVR and details of the SVR's grievance and disciplinary policies and procedures can be found in the SVR's Staff Handbook. In the first instance, if you feel that you are being victimised or bullied in any way by any individual(s), you must notify the person in charge of work and/or report the matter to a Director of the WLA, preferably in writing, outlining the circumstances, as detailed in the WLA's Guidance for Volunteers, Committee & Working Members document.

6. This policy within ESG

6.1 Our Environmental, Social & Governance (ESG) Policy is fundamental to our reputation as a business. Reputation is built through frequent and repeated interactions with stakeholders. When those interactions are positive, our business, and our reputation, can thrive. In an uncertain economic climate, positive reputation is one of the key drivers to long term success. The Social & Governance aspects are as follows:

6.2 **Social** - Building a diverse and inclusive workforce where everyone feels valued is everyone's responsibility. Understanding your role in helping to bring people together is critical to our success as an organisation.

6.2 **Governance** - Good governance goes beyond having the right policies and procedures in place. It's about embedding compliance in our activities, understanding how regulations affect our volunteer work. The WLA's "**Guidance for Volunteers, Committee and Working Members**" document, clearly sets out our expectations.

The Western Locomotive Association Limited is the owner of D1013 Western Ranger, D1048 Western Lady and D1062 Western Courier on the Severn Valley Railway, and is a Company Limited by Guarantee Registered number 3873466 Registered office:
5 Prospect Place, Millennium Way, Pride Park, Derby, DE24 8HG
The WLA is registered as a charity under number 1115058