



# **Linear Fisheries (Oxford) Ltd**

## **Equity Policy Statement**

Linear Fisheries (Oxford) Ltd is committed to the fair and equal treatment of all persons visiting or working at the fishery complex and this equity policy sets out how we will achieve this.

The fishery respects the rights, dignity and self-worth of every person who visits or works at the complex and guarantees to treat everyone equally, regardless of gender, age, nationality, disability, capability, ethnicity, religious belief or sexuality. The fishery is fully committed to everyone having the right to enjoy their fishing and the environment they visit or work in, free from the threat of intimidation, provocation or abuse.

Linear Fisheries will not tolerate discrimination in the form of harassment, bullying, abuse or victimisation of any individual. This includes sexual or racially based discriminatory behaviour, whether physical or verbal.

- **It should be noted however, that anything detailed in this policy will not exclude anyone from the rules of the fishery, which will be enforced, without prejudice, as and when required.**

All members of the fishery team, including representatives, voluntary staff and those undertaking work experience, have a duty of care to oppose any discriminatory behaviour and promote equal opportunities.

### **Benefits of Equity:**

- Opens fishing to all sectors of the community.
- Attracts new anglers to the sport.
- Positive public image.
- Attracts new anglers to the fishery.
- Promotes Linear Fisheries as a safe and enjoyable place to visit.

### **We will expect Fishery Staff and Official Representatives to:**

- Adopt, promote and practice the values of the company.
- Ensure that participation in the sport of fishing can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of those visiting the site.
- Actively encourage the participation and involvement of people from all areas of the Community.
- Undertake Equity Training where deemed appropriate.
- Where required, key members of the fishery to be DBS checked and be provided with suitable training and guidance where appropriate.

**Fishing is a “Sport for all”. It can and should be enjoyed by anyone and made accessible to everyone.**



## **To Achieve This:**

All fishery staff, volunteers and representatives should follow and practice this ethical code of conduct:

- a) The fishery is committed to ensuring that the complex is accessible to as many people as possible. Respecting the rights, dignity and worth of every person.
- b) The fishery recognises that equal opportunity is about understanding that people are different and therefore need different provision.
- c) Linear Fisheries staff and their representatives will adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- d) The fishery recognises that it may need to consult from outside sources in order to respond to diversity.
- e) Do not allow discrimination to go unchallenged - Any employee, volunteer or fishery representative should intervene, where safe, if they witnesses behaviour on site, that they find offensive in relation to age, marriage or civil partnership, pregnancy and maternity, disability, gender reassignment, race, religion or belief, sex and sexual orientation, even if it is not directed at them.
- f) The fishery will deal with any incidence of discrimination seriously, in whatever context it may occur.
- g) This policy will be monitored to judge to what extent it is working and identify areas for improvement.
- h) Linear Fisheries is committed to a policy of equal treatment of all employees and customers and requires all members of staff to abide and adhere to these policies and the requirements of the relevant equalities legislation which includes the Race Relations Act 1976, Sex Discrimination Act 1975, Disability Discrimination Act 1995 and the Equality Act 2010 as well as any amendments to these acts and any new legislation.

***Overall, this policy aims to create an environment that supports, reflects and promotes equitable and inclusive behaviours and practices, respecting all individuals and groups.***

***\*\*This policy will be reviewed every three years by appointed members of staff to ensure that it remains up to date and reflects the needs and practices of the organisation. The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered\*\****