

EDI Position Statement

Marine Society & Sea Cadets (MSSC) is a charity focussed on enabling young people and seafarers to achieve their potential whatever their background or future path. As a result, equity, diversity and inclusion are at the core of who we are, what we do and everything we stand for.

How

Our charity is an inclusive organisation focussed on helping young people and seafarers achieve their potential with the support of both volunteers and employees.

We aim to:

- Fully reflect and celebrate the diversity of the communities we serve.
- Remove barriers to inclusion, both real and perceived.
- Become more equitable.

Subject to always putting safety and safeguarding first, no one should receive less favourable treatment, nor suffer disadvantage, harassment or discrimination by reason of:

- Disability
- Ethnic or national origin, nationality (or statelessness) or race
- Religion, faith, belief or none
- Gender (including gender reassignment)
- Sex
- Sexual Orientation
- Marital or civil partnership status
- Pregnancy and maternity
- Age (adults)
- Class or socio-economic status
- Political belief

We aim to appoint effective and appropriate volunteers, trustees and employees from diverse backgrounds, wherever possible reflecting the communities we seek to serve.

We believe that all forms of prejudice and discrimination are unacceptable and contrary to the charity's values. We encourage all such occurrences to be reported in order that appropriate action may be taken.