

Equality and Diversity Policy at Harrow Bike Club

Introduction

Harrow Bike Club strives for high standards as a provider of services. In so doing, we recognise the need for and strongly support the encouragement of diversity in our work and wholeheartedly support a policy of equal opportunities in all areas of our activities and responsibilities. This Policy provides guidance to enable all who work with us to comply with anti-discrimination legislation. The policy will also address anti discrimination issues involving areas that currently fall outside any legislation. Failure to follow the procedures in this Policy may lead to disciplinary or other appropriate action. The aims and objectives of this policy will be achieved through action planning, effective monitoring and a willingness to tackle problems where they arise. Through our training, interaction with members and other activities, Harrow Bike Club will inform those we work with of this policy and procedure document. We are committed to reviewing this policy on an annual basis. We will also regularly examine the implementation of the Equality and Diversity Policy and Procedures. Where evidence is found of ineffectiveness, immediate remedial action will be taken to ensure implementation. The Club urges staff, volunteers, stakeholders and service users to be aware of the less obvious types of discrimination which result from general assumptions and preconceptions about the capabilities, interests and characteristics of individuals.

Policy Statements Diversity

Harrow Bike Club encourages all people it works with and for to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution will be valued. Through our Mission Statement and Aims and Objectives we support the spirit and intentions of legislation that outlaws discrimination and promotes equality and diversity and will make reasonable adjustments to working practices, equipment and premises and offer, where appropriate, additional support to staff and volunteers to ensure they are able to take a full and active part in our work to deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access, not barriers to individuals.

Equal Opportunities

Harrow Bike Club strives to be an equal opportunities employer and promotes equality of opportunity through all of its activities. No job applicant, employee, volunteer, trustee, member or service user should receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, sex, marital or civil partnership status, caring responsibility, sexual orientation, age, physical, sensory or learning disability, mental health, religious beliefs, class, HIV status, employment status, unrelated criminal convictions, and union activities.

Aims & Objectives

The aims and objectives of the Equality and Diversity Policy are:

- To encourage, promote and celebrate equality and diversity in all the Club activities and services
- To ensure equal access to services, jobs and volunteer opportunities

- To ensure compliance with legislation on discrimination and equality (including the Equality Act and any other legislation which becomes law)
- To promote equal opportunities in other areas not currently covered by legislation
- To create environments free from harassment and discrimination
- To maximise the use of resources in the best interests of staff, volunteers and service users
- To confront and challenge discrimination where and whenever it arises whether it be between colleagues, or in any other area relating to the Club's work
- To make a willingness to abide by and implement this policy a necessary condition of employment for any position.
- To ensure, through positive action and so far as is practicable, that all premises and services are accessible to all people
- To ensure that employment and advancement within the organisation is determined by objective criteria and personal merit.

Policy Implementation

Responsibility for implementing and developing this Policy rests with the Committee. The Club believes however, that all who work with us have an individual responsibility: to abide by the Policy and ensure a personal involvement in its application; to cooperate actively to ensure that a fair and equitable environment is a reality. There is an expectation not to harass, victimise, abuse or intimidate any other employee, volunteer or service user on the grounds of race, colour, nationality, ethnic or national origin, sex, marital or civil partnership status, caring responsibility, sexual orientation, age, physical, sensory or learning disability, mental health, religious beliefs, class, HIV status, employment status, unrelated criminal convictions and union activities. Individuals must inform management if they suspect discrimination is taking place. The Club will ensure that proper records of employment decisions are maintained and regular reviews of employment practices are carried out to ensure that grievances are dealt with in a fair and consistent manner. Appropriate training will be provided to enable staff, (paid and unpaid) and committee members to perform their jobs / roles effectively. The training offered will take into account the needs of all people.