

Dumfries Cycling Club

EQUALITY POLICY

March 2018

1 STATEMENT OF INTENT

1.1 Dumfries Cycling Club is fully committed to the principles and active promotion of equality of opportunity.

Dumfries Cycling Club is responsible for ensuring that no member or volunteer receives less favourable treatment on the grounds of a protected characteristic. Protected characteristics are disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, sex (gender) and age.

1.2 Dumfries Cycling Club will ensure that there will be open access to all those who wish to participate in the sport or associated recreational activity and that they are treated fairly.

2 PURPOSE OF THE EQUALITY POLICY

2.1 Dumfries Cycling Club will ensure that no sections of the community are denied the opportunity to participate and make progress in the sport or recreational activity.

2.2 Dumfries Cycling Club will take steps to prevent discrimination or other unfair treatment for its members or volunteers, whether intentional or unintentional, direct or indirect.

3 LEGAL REQUIREMENTS

3.1 Dumfries Cycling Club is required by law not to discriminate against its members or in the provision of services and recognises its legal obligations under current, relevant acts and related obligations.

4 DISCRIMINATION / HARASSMENT / BULLYING / VICTIMISATION

4.1 Dumfries Cycling Club is committed to ensuring that its members are able to conduct their activities in an environment that is free from harassment, intimidation or bullying.

4.2 Dumfries Cycling Club regards discrimination, harassment or bullying, as described below, as gross misconduct. Any member of Dumfries Cycling Club who discriminates against any other person, may be liable to appropriate disciplinary action.

4.2.1 Direct Discrimination: This occurs by treating a person worse than someone else because of a protected characteristic. Additionally direct discrimination can occur because someone is thought to have a protected characteristic or because they associate with someone who has a protected characteristic.

4.2.2 Indirect Discrimination: This occurs by putting a rule or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.

4.2.3 Discrimination Arising From Disability: This occurs by treating a disabled person unfavourably because of something connected with their disability when this cannot be justified

4.2.4 Failing to make Reasonable Adjustment: This occurs by failing to make reasonable adjustment for disabled people which cannot be justified.

4.2.5 Harassment: Is unwanted conduct which has the purpose or effect of violating someone's dignity or which is hostile, degrading, humiliating or offensive to someone with a protected characteristic or in a way that is sexual in nature.

4.2.6 Bullying: Bullying is one form of personal harassment. It is the misuse of power or position to persistently criticise or to humiliate and undermine an individual's confidence.

4.3 Victimisation: Treating someone less favourably because they have taken (or might be taking) action under the Equality Act or supporting someone who is doing so.

5 IMPLEMENTATION

5.1 A copy of this document will be available to members and volunteers of Dumfries Cycling Club.

5.2 All members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

5.3 Dumfries Cycling Club will take measures to ensure that its practices are non-discriminatory.

5.4 A planned approach will be adopted to eliminate barriers which discriminate against particular groups.

6 POSITIVE ACTION

6.1 Dumfries Cycling Club may take positive action for any group which is under-represented in membership, or participation events that share a protected characteristic and suffer a disadvantage connected to the characteristic. Additionally Dumfries Cycling Club may take positive action in the provision of services for people who share a protected characteristic.

7 MONITORING AND EVALUATION

7.1 The club Chair has overall responsibility for the implementation of the Equality Policy.

7.3 The club committee is responsible for ensuring that this Equality Policy is followed, for monitoring and reviewing it and to provide appropriate procedures to deal with any alleged breach of the Equality Policy.

8 DISCIPLINARY AND GRIEVANCE PROCEDURES

8.1 To safeguard individual rights under the policy, a member or volunteer who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

8.2 Appropriate disciplinary action may be taken against any member or volunteer who contravenes the Equality Policy.

8.3 Dumfries Cycling Club is committed to ensuring that individuals feel able to raise any grievance and no member or volunteer will be penalised for doing so unless it is untrue and not made in good faith.