

VELO CLUB VENTA ("VCV")

EQUALITY POLICY

1.0 Statement of Intent

- 1.1 VCV is fully committed to the principles and active promotion of equality of opportunity and is responsible for ensuring that no member less favourable treatment on the grounds of age, gender, parental or marital status, racial group (race, colour, nationality, ethnic or national origins), disability, religious beliefs or principles, social status, trade union membership or non-membership or sexual preference.
- 1.2 VCV will ensure that there will be open access to all those who wish to participate in cycling and that they are treated fairly.
- 1.3 The "active promotion of equality of opportunity" implies that VCV is seeking to move from simply complying with legislation and good practice towards embracing diversity.

2.0 Purpose of the Equality policy

- 2.1 VCV will ensure that no sections of the community are denied the opportunity to participate equally and fully in the pastime of cycling at whatever level suits them.
- 2.2 VCV will take steps to prevent discrimination or other unfair treatment for its members.

3.0 Legal Requirements

- 3.1 VCV is required by law not to discriminate against its members and recognises its legal obligations under current, relevant acts and related obligations arising from connected codes of practice.

4.0 Types of Discrimination

Discrimination can take the following forms:

- 4.1 Direct Discrimination: This occurs when one person is treated less favourably than another in the similar circumstances.
- 4.2 Indirect Discrimination: This occurs when a provision, criterion or practice is applied equally to all, but which has a disproportionate and detrimental effect on a particular section of the population, because fewer members of that section can comply with the provision, criterion or practice cannot be objectively justified.
 - 4.2.1 When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation are necessary to the proper performance of the work involved.
- 4.3.1 Harassment: Harassment can be described as actions, behaviour comments or physical contact that are unwelcome, inappropriate, unreciprocated and objectionable or causes offence to the recipient. It may related to age, gender, racial group, disability, religion or belief, social status, sexuality or some other personal characteristic.
- 4.3.2 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.
- 4.3.1 VCV is committed to ensuring that its members and are able to conduct their activities in an environment that is free from harassment, intimidation or bullying.

- 4.3.2 VCV regards discrimination and harassment or bullying as described above as gross misconduct and any member of VCV who discriminates against any other person will be liable to appropriate disciplinary action.
- 4.4. Victimisation: Victimisation occurs when someone is treated less favourably than others because he or she has taken action against VCV under one of the relevant acts or provided information about such discrimination.

5.0 Implementation

- 5.1 A copy of this document will be available to all members of VCV.
- 5.2 All members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
- 5.3 VCV will take measures to ensure that its practices are non- discriminatory.
- 5.4. No official post will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the post or which constitute unfair discrimination.
- 5.5 A planned approach will be adopted to eliminate barriers which discriminate against particular groups.

6.0 Positive Action

- 6.1 VCV may take positive action or introduce special measures or initiatives for any group which is currently under-represented in membership.

7.0 Monitoring and Evaluation

- 7.1 VCV will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will inform members of their impact.
- 7.2 The Chairman has overall responsibility for the implementation of the equal opportunities policy.
- 7.3 The VCV Committee is responsible for ensuring that this equity policy is followed and to provide appropriate procedures to deal with the investigation and disciplinary hearing in connection with any alleged breach of the Equality Policy.

8.0 Disciplinary and Grievance Procedures

- 8.1 To safeguard individual rights under the policy any member who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through any member of VCV's Committee.
- 8.2 Appropriate disciplinary action will be taken against any member who violates this Policy
- 8.3 VCV is concerned to ensure 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.