

# Plymouth Harriers

## Equality & Diversity Policy

### Plymouth Harriers Equality & diversity policy

**Plymouth Harriers** is committed to encouraging equality, diversity and inclusion among our running group, and eliminating unlawful discrimination.

The aim is for our running group to be truly representative of all sections of society and to feel respected and able to give their best.

The organisation - in providing services and/or facilities - is also committed against unlawful discrimination of customers or the public.

### Our policy's

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our running group, whether temporary, full membership.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage or civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation

### Our commitments

The organisation commits to:

1. Encourage equality and diversity in the running club as they are good practice and make sense
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes committee and all other members of the club about their rights and responsibilities under the equality and diversity policy. Responsibilities include staff conducting themselves to help the organisation prevent bullying, harassment, victimisation and unlawful discrimination.

All members should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, during their membership

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, visitors, the public and any others during the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both a member's rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all members, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning members being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review members practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the running group regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality and diversity policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

### Agreement to follow this policy

The equality, diversity policy is fully supported by the Plymouth Harriers committee.