



## EQUALITY POLICY

DEESIDE THISTLE CYCLING CLUB (“DTCC”)

### 1 STATEMENT OF INTENT

1.1 Deeside Thistle Cycling Club is fully committed to the principles and active promotion of equality of opportunity. DTCC is aim to ensure that no member receives less favourable treatment on the grounds of a protected characteristic. Protective characteristics are disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, sex (gender) and age.

1.2 DTCC will ensure that there will be open access to all those who wish to participate in the sport or associated activities of the club and that they are treated fairly.

1.3 The “active promotion of equality of opportunity” implies that DTCC is seeking to move from simply complying with legislation and good practice towards embracing diversity.

### 2 PURPOSE OF THE EQUALITY POLICY

2.1 DTCC 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 DTCC will take steps to prevent discrimination or other unfair treatment for its members whether intentional or unintentional, direct or indirect.

### 3 LEGAL REQUIREMENTS

3.1 DTCC 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 DTCC 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 DTCC regards discrimination, harassment or bullying, as described below, as gross misconduct. Any member of DTCC who discriminates against any other person, may be liable to appropriate disciplinary action or have their membership revoked.

4.2.1 Direct Discrimination: This occurs by treating a person worse than someone else because of a protected characteristic. In the case of pregnancy and maternity this can occur if they have the protected characteristic without needing to compare treatment to someone else. 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 members of DTCC.

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 DTCC will take measures to ensure that its new membership 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 DTCC may take positive action for any group which is under-represented in membership that share a protected characteristic and suffer a disadvantage connected to the characteristic. Additionally DTCC may take positive action in the provision of services for people who share a protected characteristic.

## 7 MONITORING AND EVALUATION

7.1 DTCC will regularly monitor and evaluate the policy, practices and operations on an on-going basis and will inform members of their impact.

7.2 The DTCC Finance and Management committee has responsibility for the promotion of the Equality Policy.

7.3 The DTCC Finance and Management committee is responsible for appropriately dealing with the investigation and disciplinary measures in connection with any alleged breach of the Equality Policy.

## 8 DISCIPLINARY AND GRIEVANCE PROCEDURES

8.1 To safeguard individual rights under the policy a member who believes that he/she has suffered inequitable treatment within the scope of the policy should raise the matter through the DTCC Welfare Officers.

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

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