

THE BUNGAY CHERRY TREE ANGLING CLUB EQUALITY AND DIVERSITY POLICY
(MODELLED AROUND AND ADAPTED FROM ACAS POLICY INTERNET DOCUMENT OCTOBER 2013)

Underlying Principle

1. Everyone is different and has something unique to offer. Bungay Cherry Tree Angling Club's Officers, Executive, Committee and Membership, want to respect and understand these differences and to make the most of everyone's talents.

Definitions

2. Diversity is about understanding, recognising, respecting and valuing differences.

3. Equality is about managing differences so that everyone has equality of opportunity through a fair and consistent approach to the application of rules, policies and procedures.

We recognise that sometimes this will mean treating people differently. This commitment is relevant to all we do, how we manage ourselves and how we work within the club.

4. We will promote equality and diversity across all areas. Within *our "Objects"*:

- (a) We aim to be a fair and unbiased club.
- (b) Our priority is to meet member's needs
- (c) We are committed to and promote equality and diversity

Summary statement

5. We will not tolerate discrimination because of a protected characteristic - Age, Race, Sex, Gender Reassignment, Disability, Sexual Orientation, religion or Belief, Pregnancy or Maternity and Civil Partnership or Marriage.

We will not tolerate ***Bullying and Harassment at all or any, times*** "Maintaining dignity and respect".

6. We will ensure that everyone in Membership and those coming into official contact through the Constitution and by acceptable correspondence (webmail, e-mail or Post Office letters) is respected and can give of their best, irrespective of who they are or what opinions they hold.

7. Our Membership is available to all.

Leadership and management

8. The Executive and Committee takes overall responsibility for the development of equality and diversity, leads by example and ensures that progress is reviewed and further actions instigated as necessary.

9. The Officers, Committee and Membership will demonstrate their commitment to promoting equality and diversity, and take responsibility for progress, and all members have personal responsibilities to treat everyone with respect, consideration and without prejudice and to promote the same levels of behaviour in colleagues.

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Indicators of success

10. The Committee or its Executive will visibly:

- challenge unacceptable behaviours and create a climate where complaints can be raised without the fear of reprisal.
- take firm action where unfairness or inconsistency exists.
- encourage and support diversity within the Membership.
- demonstrate and promote considerate and fair behaviour.
- treat those employed casually or contractually with dignity and respect and recognise and value individual skills and contributions.
- demonstrate through words and actions that diversity is an integral part of meeting the club's priorities
- create an environment in which the Membership is able to identify and share good practice, and encourage positive attitudes towards diversity.

Communication

11. We will endeavour to ensure that this policy is accessible and understood by everyone in membership of The Bungay Cherry Tree Angling Club.

12. Getting our message across successfully means all Officers, Executive and Committee members and where possible ordinary members of the Bungay Cherry Tree Angling Club will:

- be aware of Bungay Cherry Tree Angling Club and Governmental policies on equality & diversity
- understand the benefit of valuing diversity and how this impacts on the work and activities of The Bungay Cherry Tree Angling Club.
- have a greater awareness of the value of more inclusive communication.
- understand their own role in promoting equality and diversity.
- be aware of their legal responsibilities under current equality legislation.

13. The Committee will discuss at meetings possible occurrences and implications; information will be fed to the Annual General Meeting for appropriate action.

14. The General Public will be able to access the policy on the club's website: www.bungaycherrytree.com

If and when things go wrong.

15. Persons coming into authorised contact with the Club who feel they have been unfairly treated contrary to this policy should raise their concerns in writing to the Committee order to get them addressed.

16. Contravention of this policy by way of harassment of or discrimination against a Member will be considered a Breach of the Rules and Objectives of the Club.

Policy Review

17. We are committed to keeping this policy current and relevant. It will be monitored and reviewed annually at the Annual General Meeting.