

THE BUNGAY CHERRY TREE ANGLING CLUB EQUALITY AND DIVERSITY POLICY
(MODELLED AROUND ACAS POLICY INTERNET DOCUMENT OCTOBER 2013 AND UPDATED 2023 AGM)

Underlying Principle

1. Everyone is different and has something unique to offer. Bungay Cherry Tree Angling Club's Officers, Executive Committee and Membership, undertake and 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 endeavour to 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 evaluate and try to meet Members' 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 or Sexual preferences and/or Reassignment, Disability, Sexual Orientation, Religion or Belief, Pregnancy or Maternity and any Civil Partnership or Marriage.
The Principal Officers, Executive, and Committee accept this Summary Statement and endeavour that its Members shall strive to do the same. No derogatory reference on the Club Social Media outlets or at any Club Event shall be permitted. We will not tolerate **Bullying and Harassment at any time** whilst striving to maintain dignity and respect.
6. We will endeavour that everyone in Membership, and those coming into official or unauthorised contact with the Club, via its own Social Media, or by Tweeting and Facebook comments via the Internet; e-mail, Royal Mail or other mail delivery systems), are respected irrespective of who they are or what opinions they hold.
7. Our Membership is available to all coming within the existing Membership Categories.

Leadership and management

8. The Executive and Committee take overall responsibility for the development of equality and diversity, aspires to lead by example and ensure that progress is reviewed and 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 mandate that 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 Officers 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 practical awareness of the value of 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 at
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 Chairman in order to get them addressed.

16. An investigation by the Committee and/or its Executive Officers, proving that a Contravention of this Policy by way of harassment of, or discrimination against, a Member has taken place after they have been given the chance of expressing their point of view, 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, and therefore it will be monitored and reviewed annually at Annual General Meetings.