

SKB EQUALITY AND DIVERSITY POLICY

Introduction and aims of the policy

St Kingsmark Bowman (SKB) recognises and values people's differences and will assist them to use their talents to reach their full potential.

The organisation will do all it can to ensure it recruits, trains and promotes people based on qualifications, experience and abilities for all roles within the organisation. This policy is designed to ensure that **SKB** complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly.

SKB is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (defined as Protected Characteristics).

Using fair and objective employment practices, the organisation aims to ensure that

- all club members and potential members are treated fairly and with respect at all stages of their membership
- all club members and volunteers have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour. Such behaviour may come from other members or by people (third parties) who are not members of **SKB**.
- all club members and volunteers have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination
- all club members and volunteers have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.

Scope of the policy

The policy applies to all members and visitors to **SKB**.

The policy applies to all stages of membership including recruitment and selection, promotion and training.

Responsibilities

It is the responsibility of **SKB Committee Members** to develop and lead the implementation of the equality and diversity policy.

Responsibility for approving the policy and monitoring that it is being followed rests with **SKB Management Committee**.

Club members and volunteers of **SKB** have a duty to act within this policy to ensure it is followed and to draw attention to any suspected discriminatory acts or practices.

Implementation of the policy

All members and volunteers will be involved in creating an equality environment and one that values diversity.

Communications

Communication of the policy to club members and volunteers will be through meetings, website, emails and membership forms.

Working with partners

In selecting our partners, we will consider their commitment to Equality and Diversity by asking for their equity policy or viewing their online equity standards.

Reporting discrimination/potential discrimination

Club members / volunteers who feel that they have suffered any form of discrimination should raise the issue through the following means: **SKB Committee Member**.

Club members / volunteers should also use this approach if they feel that they been the subject of harassment from someone who is not a member. **SKB** will not tolerate any harassment from third parties towards its members and volunteers and will take appropriate action to prevent it happening again.

If a member / volunteer witnesses behaviour that they find offensive in relation to age, marriage or civil partnership, pregnancy and maternity, disability, gender, reassignment, race, religion or belief, sex or sexual orientation, even if it is not directed at them, they should also use this procedure.

Monitoring and review

This policy will be monitored to judge to what extent it is working and identify areas for improvement.

Monitoring will relate to both members/volunteers and to service users and methods used will include reviewing **SKB** Equality Policy on an annual basis.

This policy will be reviewed by **SKB** Management Committee to ensure that it remains up to date and reflects the needs and practices of the organisation.

The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be amended.

This policy was last reviewed 25/11/21.

Signature: Date:

Name: Position: