



Archers Of Bridlington & Burton Agnes

Calling The Shots In East Yorkshire

EQUAL OPPORTUNITIES POLICY

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1. Introduction

This policy applies to all committee members, members, volunteers, users and the general public.

The Committee of Archers of Bridlington & Burton Agnes is aware that it has a responsibility to ensure that all reasonable measures are taken to provide and maintain a working environment which is accessible and inclusive for all members, volunteers and service users.

2. Definitions

For the purpose of this document the following definitions will apply:

- Committee Member – a person noted as holding a position on the Archers of Bridlington & Burton Agnes Committee
- Member – a person who is a member of the Archers of Bridlington & Burton Agnes Club who has paid their subscription.
- Volunteer – a person noted as offering volunteer time towards the aims and objectives of Archers of Bridlington & Burton Agnes activities
- Service user – participants in activities arranged and conducted by Archers of Bridlington & Burton Agnes

3. Summary of principles

3.1 Archers of Bridlington & Burton Agnes is committed to being an equal opportunities organisation that ensures equality of opportunity and fair treatment both as an organisation and as a provider of services.

3.2 Archers of Bridlington & Burton Agnes will:

- a. Ensure that all policies and procedures reflect their commitment to equal opportunities
- b. Integrate equal opportunities into its planning process
- c. Create an ethos of fairness, courtesy and respect that embraces all members of Archers of Bridlington & Burton Agnes, visitors, service users and the communities which Archers of Bridlington & Burton Agnes serves
- d. Encourage the committee and any relevant sub-committees within Archers of Bridlington & Burton Agnes to review their composition and to consider how they represent and address issues of diversity within the organisation
- e. Create an environment which is safe, accessible, caring and welcoming
- f. Work constructively with appropriately recognised organisations to ensure the effective implementation of this policy

g. Ensure that all members are treated fairly in respect of the nature of the Archers of Bridlington & Burton Agnes objectives, regardless of their:

- Race
- Colour
- Nationality
- Ethnic or national origins
- Sex
- Gender
- Marital status
- Family responsibilities
- Abilities
- Physical and mental health (including past history)
- Age
- Sexuality
- Political or religious beliefs
- Socio-economic group
- Being an ex-offender *

* Certain offences will exempt the offender working with children, young people or vulnerable adults

h. Ensure that all volunteers are included on the basis of their abilities and the requirements of the task and are recruited in a non-discriminatory manner

i. Ensure fair treatment for:

- All members and service users
- Everyone who is entitled to use any of Archers of Bridlington & Burton Agnes services and facilities

j. Develop opportunities in, and approaches to, services that take into account patterns of under-representation with a view to encouraging where possible, greater diversity within the Archers of Bridlington & Burton Agnes activities

k. Monitor and review regularly the operation of this policy

4. Application of the Equal Opportunities Principles to all Members

4.1 Policy Operation

- In choosing the media and wording to be used in advertising and literature, Archers of Bridlington & Burton Agnes will be informed by the outcomes of its equal opportunities monitoring
- Archers of Bridlington & Burton Agnes will respond constructively to requests from service users with disabilities and additional needs
- No service user should be unfairly treated on the grounds listed in section 3 (summary of principles), or on any other unreasonable grounds

- Archers of Bridlington & Burton Agnes will:
 - Monitor and keep under review its application procedures and make every reasonable effort to ensure that these reflect best practice
 - Identify and address any barriers in the application process
 - Monitor and keep under review local customs and practices
 - Ensure fairness in the terms and conditions on which services are offered

4.2 Organisational Culture

Archers of Bridlington & Burton Agnes will make reasonable efforts to provide an environment where the ethos, standards and practices are conducive to the wellbeing of all members, volunteers and service users

5. **Application of the Equal Opportunities Principles to Service Users**

5.1 Admissions

- No person will be treated less favourably on those grounds listed in section 3 (summary of principles), or any other unreasonable grounds
- Archers of Bridlington & Burton Agnes welcomes applications from people with disabilities or additional needs
- Archers of Bridlington & Burton Agnes will:
 - Develop marketing and promotion strategies based on a sound understanding of the diverse information needs of service users and the local community
 - Ensure that publicity material, events and information services are relevant and accessible to all applicants
 - Ensure that publicity materials, events and information services communicate effectively Archers of Bridlington & Burton Agnes commitment to equal opportunities
 - Pay particular attention to language, wording, images, content and format

6. **Ethos**

6.1 Archers of Bridlington & Burton Agnes welcomes and values diversity in its members, volunteers and service users

6.2 All members are expected to work in ways that promote equal opportunities

6.3 Archers of Bridlington & Burton Agnes seeks to create an atmosphere that is tolerant and respectful of differences and encourages all members to explore and value diversity

6.4 A commitment to equal opportunities is expected of all members of Archers of
Bridlington & Burton Agnes

**The following legislation and regulations provide the legal framework
Equal Opportunities policy and practice:**

Relevant Government Legislation

Sex Discrimination Acts 1975 & 1986

Race Relations Act 1976

Race Relations Code of Practice 1984

Chronically Sick and Disabled Persons Act 1970 (Amendment) Act 1976

Data Protection Act 1988

Disability Discrimination Act 1995

Code of Practice (disability Discrimination) 1996

Public Interest Disclosure Act 1998

Sex Discrimination (Gender Reassignment) Regulations 1999

The policy and principles described in this document have been approved by Archers of Bridlington & Burton Agnes with effect from 15/07/2020

All members of Archers of Bridlington & Burton Agnes have a personal responsibility to comply both with the current legislation and with the Clubs Equal Opportunities Policy

On behalf of Archers of Bridlington & Burton Agnes we, the undersigned, will oversee the implementation of the Equal Opportunities Policy and take all necessary steps to ensure it is adhered to.

<u>Name</u>	<u>Position</u>	<u>Signature</u>	<u>Date</u>
David Hunt	Equal Opportunities Officer		15/07 2020
Susan Long	Secretary		15/07/2020
Ivan Read	Records Officer		15/07/2020