



Laburnum BOAT CLUB

Hackney's Community Boating Project

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Equality, Diversity and Inclusion

Statement

The Laburnum Boat Club is fully committed to the principles of equality of opportunity and inclusion for all. It is at the heart of what we do. Therefore, we aim to ensure that everyone has a genuine and equal opportunity to participate at all levels and in all aspects of the Club - irrespective of their gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation. The aim is for our user, staff, management and all stakeholders to be truly representative of all sections of society and for each to feel respected and able to give their best. The Club recognises that inequality and discrimination is unacceptable and will not tolerate direct or indirect discrimination.

Principles

The Club will take, or support, positive action to eliminate individual and institutional discrimination:

- We respect the rights, dignity and worth of every person and will treat everyone equally.
- Everyone has the right to enjoy their participation in an environment free from threat of intimidation, victimisation, harassment and abuse.
- All members have a responsibility to challenge discriminatory behaviour and promote equality.
- We regard any incidence of discriminatory behaviour as serious misconduct and will deal with this according to club disciplinary procedures.

Policy

As an employer we encourage, value and manage diversity and recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, but it is in our best interest to recruit and develop the best people from as wide and diverse a pool of talent as possible. We recognise that many people experience discrimination, either directly or indirectly. However, all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Employees and volunteers have a duty to co-operate with the Club to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Any suspected discriminatory acts or practices or cases of bullying or harassment should be brought to the attention of the Senior Worker or Club Coordinator.

Legal Responsibilities: In valuing EDI, Laburnum Boat Club is committed to go beyond the legal minimum regarding equality and work towards best and exemplary practice. However, current equality legislation and associated codes of practice are taken into account, including, but not limited to the:

- Equality Act 2010
- Disability Discrimination Act (DDA) 1995, 2005
- Race Relations Act 1976, 2000
- Sex Discrimination Act 1976, 1986
- Childrens Act 1989, 2004
- Employment Rights Act 1996
- Employment Equal Treatment Framework Directive 2000 (as amended)

Types of Discrimination: The Club regards any form of discrimination as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate

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disciplinary action. Discrimination can take the following forms:

- **Direct:** treating a person less favourably than others on the grounds of their gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation.
- **Indirect:** when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society and the requirement cannot be justified in relation to the job.
- **Harassment:** inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient.
- **Victimisation:** when one person is treated less favourably than others because he or she has acted under one of the relevant Acts / Regulations or provided information about discrimination, harassment or inappropriate behaviour.

Our Commitment: To achieve the above aims, Laburnum Boat Club is committed to:

- creating an inclusive environment in which individual differences and the contributions of all are recognised and valued
- creating an environment that promotes dignity and respect for all
- a zero-tolerance approach to discrimination, bullying and harassment on the grounds of age, disability, trans identity (including gender identity and gender expression), marriage and civil partnership, pregnancy and maternity, race, religion and belief (including lack of belief), sex, and sexual orientation
- implementing inclusive recruitment and employment practices
- ensuring development and progression opportunities are available to all
- regularly reviewing service provision to ensure it is accessible, fair and appropriate to all groups within society
- providing information and training to all employees, trustees and volunteers to ensure that they are fully aware of EDI issues and their responsibilities relating to these areas
- ensuring the EDI strategy is fully implemented
- monitoring our EDI service user data to enable us to set targets and address gaps to enhance our service to meet the needs within the local community
- monitoring our EDI workforce data so that we can work towards ensuring we reflect the communities we serve
- assessing the impact of our policies, practices and services among different communities and groups of people,
- promoting the benefits of embracing EDI internally and externally and embedding EDI into our policies, procedures and everyday practice
- regularly monitoring and reviewing this policy to ensure that inclusive practice is embedded

A copy of this policy is available to all users and employees of The Club. All persons shall respect and act in accordance with and thereby support and promote the spirit and intentions of this policy.

Disciplinary and Grievance procedures: Laburnum Boat Club's grievance and disciplinary policies and procedures include with whom a participant or employee should raise a grievance – usually the Senior Worker or their line manager.

Declaration of Intent: The Club hereby declares that this policy is adopted by the members and Management Committee of the Laburnum Boat Club and will implement this policy into the club environment

Policy last reviewed: July 2022