



Bedale & Aiskew Runners Diversity & Inclusion Policy



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Diversity & Inclusion @ BAR

At Bedale and Aiskew Runners, we know that being a diverse and inclusive club is the morally and ethically right thing to do. Diversity and inclusion are at the heart of our values and are a critical part of the success of the club. We can only truly live our values and succeed as a club if all our members feel comfortable to be themselves without fear of judgement or comment.

This policy enables us to send out a strong message of commitment, both to current and future members towards diversity and inclusion. It is a fundamental part of our diversity strategy.

Statement of intent

We are fully committed to the elimination of unlawful and unfair discrimination and value the differences that a diverse members group brings.

We will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. We will build a culture that values openness, fairness and transparency, where everyone can be themselves and enjoy being a member of BAR.

This Policy applies equally to the treatment of our members but also to the treatment of visitors to the club and interactions with other organisations members through participation in external events etc.

We value the diverse nature of our people and have a zero-tolerance policy on harassment and discrimination. We all have a duty to act in accordance with this policy and treat colleagues with dignity at all times. We will not tolerate any discriminatory practices or behaviours.

Definition of Diversity & Inclusion

Diversity means difference. It's about valuing people from different backgrounds, with different experiences and different personal characteristics such as skin colour, gender, sexual orientation, religion, or belief. Our personal differences are a part of who we are, and at BAR we welcome and collaborate with people from all walks of life.

Inclusion is about creating an environment where everyone can be themselves at work, without fear of judgement or different treatment. When we get inclusion right, people feel valued, can be open and honest and are able to say what they mean too without fear. People feel a sense of purpose, belonging and wellbeing.

Respect is an integral part of our diversity and inclusion strategy and the following principles outline the expectations for all of our members: -

The 5 Respect Basics

1. **Banter is Not an Excuse:** The joke's not funny when it upsets someone else.
2. **Call It Out:** Heard or seen something offensive or that makes you or someone else feel uncomfortable? Report it to our Welfare officers or alternatively any member of the BAR committee.
3. **Be Open Minded:** Take the time to learn and listen to what others have to say.
4. **Respect Each Other:** Everyone's experiences are different, and they all matter.
5. **Take Action:** BAR has a zero-tolerance approach to harassment and bullying.

Bullying, harassment direct or indirect discrimination (See below section) of others in any form will not be tolerated and will be dealt with under BARs disciplinary procedures.

Microaggressions: These are subtle comments or acts which suggest and point out that someone differs from the norm. Look out for forms of microaggressions as these can damage mental wellbeing and make the workplace feel isolated and uncomfortable. If you hear or see a microaggression, be sure to 'Call it Out' and let the person who made it know the impact it can have.

Examples of a microaggression may include: -

- Saying 'you're so articulate' to a person of colour.
- Assuming the woman in the room is a subordinate.
- Saying 'your name is so hard to pronounce'.

Forms of Discrimination – Principles

- Discrimination may be direct or indirect and it may occur intentionally or unintentionally.
- Direct discrimination occurs where someone is treated less favourably than another person because of a "protected characteristic". The protected characteristics are set out in our Statement of Intent referred to earlier in the Policy. Direct discrimination includes discrimination by association and discrimination by perception.
- Associative discrimination occurs when someone is treated less favourably than another person because of association with another person who possesses a protected characteristic.
- Discrimination by perception occurs when someone is treated less favourably because others think they possess a protected characteristic even if they do not actually possess that characteristic.
- Indirect discrimination occurs where someone is subjected to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of a protected characteristic.
- Indirect discrimination can be justified if it is a proportionate means of achieving a legitimate aim.
- It is also unlawful discrimination to treat a disabled person unfavourably, because of something arising in consequence of their disability. This type of discrimination can be justified if you can show that the treatment is a proportionate means of achieving a legitimate aim i.e., the reason behind the discrimination. This can include where the health, safety and welfare of an individual is at risk. Disability discrimination also includes a failure to comply with a duty to make reasonable adjustments.

- Discrimination also includes victimisation which occurs when a person is subjected to a detriment because they have done a protected act or it is believed the person has done, or may do, a protected act. A protected act is, for example, when a person brings proceedings under the Equality Act 2010 or makes an allegation that someone has contravened the Equality Act 2010. Giving false evidence or information, or making a false allegation is not a protected act if the evidence or information is given, or the allegation is made, maliciously.
- Discrimination also includes harassment which occurs when a person is subjected to unwanted conduct related to a relevant 'protected characteristic' which has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading, humiliating or an offensive environment.

Victimisation

Victimisation occurs when an individual is subjected to a detriment because they have brought proceedings under the Equality Act 2010; or given evidence or information in connection with proceedings under the Equality Act 2010; or done any other thing for the purposes of or in connection with the Equality Act 2010; or raised a grievance/allegation about discriminatory behaviour. It is unlawful to victimise individuals.

Members found to have committed acts of victimisation or inducing others to discriminate or intentionally failing to comply with the Policy will be subject to BAR's disciplinary procedure.

Human Rights

Our activities are pursued with respect for human rights. It is not acceptable to abuse the human rights of either individuals or groups of individuals or to fail to operate in a manner consistent with the principles of the Human Rights Act 1998.

Recruitment and Selection

At BAR we elect all positions in a fair and non-discriminatory manner, an inclusive election process is one that creates and supports a fair platform for all candidates. This means that we are not only recognising the diversity of applicants for our roles but are also ensuring that they are not going to be adversely impacted or discriminated against on the basis of their characteristics.

Individual and Management Committee Responsibilities

We expect everyone who is a member of BAR to take responsibility for their personal involvement in the practical application of this Policy, and for creating an inclusive club environment, in line with our Respect basics. We all have accountability for behaving in line with our values and creating a culture where people feel valued and respected.

All members of the management committee are expected to actively promote and uphold this policy and are responsible for keeping the club and its members free of discrimination (including harassment and victimisation) and bullying; in line with our 5 Respect basic principles.

Support is available from our welfare officers, and all members of the BAR committee.

How to make a complaint

If you feel that you have a grievance or a complaint under this Policy, it is recommended that in the first instance and if you feel comfortable to do so, make the issue known to the person responsible for the behaviour and request that it should cease. You may also, as an alternative, seek support from BAR welfare officers and/or a member of the BAR committee.

Vexatious Allegations

Vexatious allegations, false allegations made maliciously, or a breach of this Policy may be considered a disciplinary offence. Vexatious allegations or false allegations made maliciously may result in disciplinary action up to and including summary dismissal from BAR.

Allegations regarding potential breaches of this Policy will be treated in confidence and fully investigated.
