



Revised 3rd November 2023

RICHMOND & DISTRICT ANGLING SOCIETY

Equality, Diversity and Inclusion Policy

Richmond And District Angling Society are committed to encouraging equality, diversity and inclusion among it's membership, and eliminating unlawful discrimination.

The aim is for our society to be truly representative of all sections of the community and to ensure that our members and guests to feel respected.

The organisation - in providing services and/or facilities - is also committed against unlawful discrimination of members of the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all whilst participating in any activities organised by the club.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion as part of the club ethos.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

All members should understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their interaction with other members and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by members, guests or the public in the course of the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to ejection from the club without notice.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Agreement to follow this policy

All members of Richmond And District Angling Society agree to abide by this agreement.

