



EQUALITY POLICY AND PROCEDURE

This policy and procedure sets out **Rebel Runners – Medway “The club”** approach to promoting Equality and Diversity with the primary aim of providing equality for all, preventing any form of discrimination and fostering good relations between people of different groups.

Rebel Runners – Medway provides a social running group that is affiliated by England Athletics.

The club is committed to creating a diverse and inclusive environment and to maximising the potential of all members by providing equal opportunities in all aspects and avoiding unlawful discrimination. The club celebrates diversity and welcomes people from diverse groups to access its services.

This policy and procedure applies to all members of the club, the committee or anyone working on behalf of the club.

The club is committed to providing and promoting equal opportunities and to avoiding unlawful discrimination.

This policy is intended to assist the club to put its commitment into practice. Compliance with this policy should also ensure that all members do not commit unlawful acts of discrimination. We strive to ensure that any of the club's environments, for example, training sessions, events, races or social media sites are free from harassment and bullying and that everyone is treated with dignity and respect.

The objectives of this policy are to:

- To create an environment in which individual differences and the contributions from all members are recognised and valued and which promotes dignity and respect for all.
- To develop a diverse, flexible, motivated club, where everyone will be helped and encouraged to develop to their full potential and talents for the benefit of each individual and for the club.
- To ensure that equality and diversity underpins all of **Rebel Runners – Medway's** policies and practices.
- To ensure that all members and potential members are treated fairly and with respect at all stages of their involvement with the club.
- To ensure that no members are subjected to discrimination, harassment, victimisation and bullying of any description or any other form of unwanted behaviour. Unwanted behaviour in any form will not be tolerated by the club and will be dealt with promptly.

Date completed	January 2015	Next review due	May 2020
Date agreed	January 2015	Last review date	May 2019



Types of discrimination:

Direct Discrimination:

Direct discrimination happens when a person is treated less favourably in comparison with another person on the basis of a protected characteristic. Direct discrimination can never be justified and if found is always unlawful.

Discrimination based on association:

Association discrimination occurs when a person is treated less favorably because of their association with another person who has a protected characteristic (other than pregnancy and maternity). This might occur when you treat a person less favorably because their sibling, parent, carer or friend has a protected characteristic.

Discrimination based on perception:

Perception discrimination occurs when you treat a person less favorably because you mistakenly think that they have a protected characteristic (other than pregnancy and maternity).

Indirect Discrimination:

Indirect discrimination occurs when a provision, criteria or practice is applied in the same way for all individuals but has the effect of putting people sharing a protected characteristic at a particular disadvantage whether or not the act was intended to disadvantage. Indirect discrimination applies to all the protected grounds other than pregnancy and maternity, although something that disadvantages people who are pregnant or new mothers may amount to indirect sex discrimination.

Protected Characteristics are:

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex

Date completed	January 2015	Next review due	May 2020
Date agreed	January 2015	Last review date	May 2019



- Sexual orientation.

Dual discrimination is where an individual believes that he or she has been treated less favourably because of a combination of two protected characteristics.

Members are responsible for their own behaviour and for ensuring that they comply with this policy and procedure as well as setting a positive example by treating other members fairly.

Members must take responsibility for their own experiences by positively challenging and/or reporting unfair and/or discriminatory behaviour. All members are expected to promote equality of opportunity and encourage good relationships between all members irrespective of protected characteristics.

All committee members will ensure that all members are aware of this policy and procedure and promote an environment where discrimination is unacceptable, not tolerated and will be challenged.

Member's behaviour, actions or words that are not in keeping with this policy will not be accepted and acts of discrimination, harassment, bullying or victimisation against any club members will be treated seriously. Discrimination, harassment, bullying or victimisation may result in club membership being withdrawn. Members can be held personally liable for any act which is considered to be harassment and may constitute a crime punishable by a fine or custodial sentence.

Reporting

If there is a belief that direct or indirect discrimination has taken place it must be reported at the earliest opportunity to the Welfare Officer or any committee member.

Name	Position	Email address
Dan Gower-Smith	Welfare Officer	welfare-rebelrunners@outlook.com
Lorraine Ruminski	Chair	clubchair-rebelrunners@outlook.com

You will be asked to complete the following:

- a written factual account
- Time(s)
- Place(s)
- Details of what has taken place

Date completed	January 2015	Next review due	May 2020
Date agreed	January 2015	Last review date	May 2019



The club may make a decision to suspend membership of any member who is alleged to have behaved in a way that has directly or indirectly discriminated against another member. The suspension will be without prejudice and the decision will be made after an initial gathering of facts about the case.

In all cases this decision will be the responsibility of the Welfare Officer in conjunction with one other committee member. The member will be informed of the decision to suspend the membership via phone and confirmation will be sent in writing.

Following an investigation by the club, it may be necessary to permanently remove membership from a member. In the event that this is required, a meeting will be arranged with the member affected, the Welfare Officer and a member of the Executive committee. The reason for the decision will be explained in full and a letter will be sent following the meeting.

Additional information

This policy and procedure should be read in conjunction with Equality Act 2010 and Human Rights Act 1998

Date completed	January 2015	Next review due	May 2020
Date agreed	January 2015	Last review date	May 2019