

# **The Shotley Peninsula Cycling Campaign Equal Opportunities Policy**

(Adopted 01 November 2010)

The Shotley Peninsula Cycling Campaign (SPCC) is an organisation which is committed to equal opportunities and diversity. This Policy should be read in conjunction with our Constitution. We value difference and recognise the value that the different backgrounds, skills, outlooks and experiences of our volunteers and members bring to the organisation and we will not tolerate behaviour which contradicts the letter or spirit of this statement.

We will not discriminate against our volunteers or members on the grounds of gender, sexual orientation, disability or impairment, age, race, creed, colour, nationality, ethnic or national origin, political activity, health or marital status, religion or belief, or similar bases. Having a criminal record is not necessarily a bar to working or volunteering with us.

In implementing this policy the SPCC will take account of existing legislation :

- the Race Relations Act 1976;
- the Sex Discrimination Act 1975;
- the Equal Pay Act 1970;
- the Disability Discrimination Act 1995.

This Equal Opportunities Policy will be implemented across all aspects of the organisation's activities including:

- the recruitment of members,
- the appointment of members to its Committee,
- the appointment of officers and volunteers,
- all dealings with its members and members of the public.

## **COMMITTEE**

The SPCC will aim to ensure that the Committee of the organisation is representative of the members as a whole. The Committee will be responsible for ensuring that this Equal Opportunities Policy is implemented, monitored and reviewed.

## **VOLUNTEERS**

The SPCC will ensure that no nominee, officer or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

## **PUBLIC SERVICE USERS**

The SPCC aims to make its services accessible to as wide a range of the public as possible.