



Equity and Diversity Policy

Ponteland Runners is committed to encouraging equality and diversity among membership base, and eliminating unlawful discrimination.

The aim is for our membership base to be truly representative of all sections of society, and for each member to feel respected and able to give their best.

Ponteland Runners – in providing services or facilities – is also committed against unlawful discrimination of club visitors and club volunteers.

The policy's purpose is to:

- Provide equality, fairness and respect for all club members, visitors and volunteers;
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- Oppose and avoid all forms of unlawful discrimination.

The club commits to:

- Encourage equality and diversity in membership base as this is good practice.
- Ensure that club coaches and run leaders undergo appropriate equality training for their role.
- 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 club members are recognised and valued
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow club members, suppliers, visitors, the public and any others in the course of the organisations activities
- Such acts will be dealt with as misconduct under the organisations grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice
- Make opportunities for training, development and progress available to all run leaders and club coaches, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- Ensure that both existing run leaders and club coaches and those seeking to take on further coaching/ leading responsibilities, are treated fairly and that individuals are judged solely on merit and by reference to their skills, abilities, qualifications, aptitude and potential (apart from

in any necessary and limited exemptions and exceptions allowed under the Equality Act)

- Ensure that all contractors and service providers operating on behalf of Ponteland Runners are aware of this policy and expected to adhere to it.
- Monitor the make-up of the membership base regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality policy is fully supported by the club committee.

Committee members, club coaches and run leaders have a responsibility to:

- Set a good example by treating all members of Ponteland Runners with dignity and respect
- Correct unacceptable behaviour
- Ensure club members know how to report discrimination, bullying and harassment. Ensure that reporting incidents does not result in victimisation
- Deal with complaints fairly, thoroughly, quickly and confidentially

Ensure that due consideration is given to equality and diversity within their sphere of influence.