

Cycling in Lowestoft: Equality & Diversity Policy

Purpose of this policy

Cycling in Lowestoft group [CiL] strives to actively encourage equality and diversity to maximize achievement, creativity and good practice so as to benefit individuals, as well as the community, that it serves.

This policy of CiL is to ensure that no person volunteering for this group, or attending any activity organised by this group, will receive less favourable treatment or be disadvantaged on the grounds of race, colour, nationality or ethnic or national origins, religion or belief, gender, gender reassignment, marital status, caring responsibilities, disability, age, sexual orientation, and class. These are known as protected characteristics.

Cycling in Lowestoft Group will abide by the Equality Act 2010 (EA 2010), which replaced most of the previous discrimination legislation.

Avoidance of Discrimination & Promotion of Equality and Diversity

CiL opposes all forms of unlawful and unfair discrimination. We recognise that certain groups in our society continue to be discriminated against, directly and indirectly on the grounds above.

Forms of discrimination

Discrimination can be direct, whereby someone is treated less favourably than another person because they are thought to have a protected characteristic (discrimination by perception) or because they associate with someone who has a protected characteristic (discrimination by association).

Indirect discrimination occurs when a policy or practice that applies to everyone particularly disadvantages people who share a protected characteristic.

Victimisation occurs when someone is treated less favourably than others because he or she has taken action for unlawful discrimination on one or more of the above.

Harassment occurs when unwanted conduct on one or more of the grounds above has the effect of violating another person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Breaches of the Equal & Diversity Policy

Any breach of the CiL's Equality and Diversity Policy should be brought to the attention of the Chairperson immediately, who will take the appropriate steps. In the case of a breach we can:

- Give a verbal reminder to the group user with information regarding our EDP and request that they modify their discriminatory behaviour,
- A written warning, in the form of a letter, sent to the group user informing them that they must modify their discriminatory behaviour, together with a warning of the consequences if they do not,
- A refusal for the user to attend CiL activities.