

Aims

1. Skemers Gym CIC recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
2. Skemers Gym CIC also recognises that where direct or indirect discrimination occurs within the Skemers Gym CIC, it is both morally and legally unacceptable.
3. The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action Skemers Gym CIC intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
4. In adopting this Equality and Diversity Policy, Skemers Gym CIC is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.
5. Our policy will comply with and, where appropriate, exceed statutory requirements of the Equality Act 2010, as appropriate and in accordance with current good practice.

Code of Practice

1. Skemers Gym CIC will take action to ensure that activities and events are open and welcoming to everybody.
2. We aim to make all reasonable adjustments to our space and activities to ensure full accessibility to people with disabilities; this includes both physical access (for example wheelchair ramps and disabled toilets) and other needs, for example large-print signage. This applies both to our members and to people attending activities run by other organisations that rent our space.
3. We will use local training opportunities to help our Directors, employees, volunteers and members better understand how discrimination occurs and how to prevent it.
4. We organise regular women only meetings and activities, to support women to play a full and equal role in our sport.
5. All members of Skemers Gym CIC will have the Equality and Diversity Policy explained to them, and will undertake to comply with and implement this policy.
6. All organisations renting our space will be required to understand and abide by this policy.
7. Organisations unable to do so, for whatever reason, will not be able to use rent space from us. Members and Hall users who have experienced discrimination can make complaints to Christopher Winters.

Code of Conduct

1. People and other organisations (particularly those seeking to book our space for their own activities) will be treated with dignity and respect

regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.

2. At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
3. No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.
4. Every attention possible will be paid to the needs of individuals to enable them to take part in our activities to the fullest possible extent. If there are good reasons (for example, health and safety) why someone cannot take part this will be explained to them clearly and respectfully.

Dealing with Complaints

1. The Management Committee will take complaints of discrimination and harassment very seriously.
2. They will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
3. If the complaint is against a particular individual, the committee will hear their point of view.
4. The Committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
5. Any decision to terminate someone's membership will be made in line with the rules set out in the constitution.