

ESAM Equalities Policy

East Sussex Advanced Motorcyclists ESAM is committed to encouraging equality, diversity and inclusion among our members and volunteers, and eliminating unlawful discrimination.

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

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of visitors or the public.

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our organisation, whether temporary, part-time or full-time members or volunteers.
2. 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
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - dealing with grievances and discipline
 - membership
 - selection for the committee, training or other developmental opportunities.

ESAM commits to:

Encourage equality, diversity and inclusion in the organisation as they are good practice and make sense.

Create an organisation environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members and volunteers are recognised and valued.

This commitment includes training members and volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members and volunteers conducting themselves to help the organisation provide equal opportunities within the organisation, and prevent bullying, harassment, victimisation and unlawful discrimination.

All members and volunteers should understand they, as well as their committee, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their, against fellow employees, customers, suppliers and the public.

Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to cancellation of membership without notice and or a criminal matter.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

Make opportunities for training, development and progress available to all members and volunteers, 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.

Make decisions concerning members and volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

Review organisation practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

Monitor the make-up of the organisation regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

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

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the organisations president, chairman and committee.

Our equal opportunities complaints procedure

Any complaint that is made regarding discrimination should be immediately documented and investigated using ESAM complaints procedures. Email chair@esam.org.uk

The area service delivery manager should also be advised of any complaints so the IAM Roadsmart can assess any reputational risk that may need addressing.

Review date: November 2030