



MILTON KEYNES BMX RACING CLUB

An East Anglia BMX Club affiliated to British Cycling and SportMK
Tongwell Street,
Pineham,
Milton Keynes,
MK15 9PA
www.mkbmx.org

Equal Opportunities Policy

Milton Keynes BMX Racing club is fully committed to the principles and active promotion of equality of opportunity and implements all areas of the Equality Act 2010 and update our policies as and when new policies occur.

Milton Keynes BMX Racing club is committed to providing the opportunity for everyone who wants to ride their bike and be involved in the sport to be able to do so in a safe, accessible, and supportive environment.

Milton Keynes BMX Racing Club is responsible for ensuring that no member or volunteer receives less favourable treatment on the grounds of a protected characteristic. Protective characteristics are disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, sex (gender) and age.

Milton Keynes BMX Club will ensure that there will be open access to all those who wish to participate in the sport or associated recreational activity and that they are treated fairly. The “active promotion of equality of opportunity” implies that Milton Keynes BMX Racing Club is seeking to move from simply complying with legislation and good practice towards embracing diversity.

As part of that commitment, we are working hard to make cycling more equitable and to ensure that everyone feels free to participate regardless of their age, ability, gender, disability, race, parental or marital status, religion or belief or sexual orientation.

Milton Keynes BMX Racing Club will ensure that no sections of the community are denied the opportunity to participate and make progress in the sport or recreational activity.

Milton Keynes BMX Racing Club will take steps to prevent discrimination or other unfair treatment for members or volunteers, whether intentional or unintentional, direct or indirect.

DISCRIMINATION / HARASSMENT / BULLYING / VICTIMISATION

Milton Keynes BMC Racing Club is committed to ensuring that its members and competitors are able to conduct their activities in an environment that is free from harassment, intimidation or bullying. Milton Keynes BMX Racing Club regards discrimination, harassment, or bullying, as described below, as gross misconduct. Any member of Milton Keynes BMX Racing Club or affiliated club, who discriminates against any other person, may be liable to appropriate disciplinary action.

Direct Discrimination: This occurs by treating a person worse than someone else because of a protected characteristic. In the case of pregnancy and maternity this can occur if they have

the protected characteristic without needing to compare treatment to someone else. Additionally, direct discrimination can occur because someone is thought to have a protected characteristic or because they associate with someone who has a protected characteristic.

Indirect Discrimination: This occurs by putting a rule or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.

Discrimination Arising From Disability: This occurs by treating a disabled person unfavourably because of something connected with their disability when this cannot be justified.

Failing to make Reasonable Adjustment: This occurs by failing to make reasonable adjustment for disabled people which cannot be justified.

Harassment: Is unwanted conduct which has the purpose or effect of violating someone's dignity or which is hostile, degrading, humiliating or offensive to someone with a protected characteristic or in a way that is sexual in nature.

Bullying: Bullying is one form of personal harassment. It is the misuse of power or position to persistently criticise or to humiliate and undermine an individual's confidence.

Victimisation: Treating someone less favourably because they have taken (or might be taking) action under the Equality Act or supporting someone who is doing so.

IMPLEMENTATION

A copy of this document will be available to all employees, members and volunteers of British Cycling.

All members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

Milton Keynes BMX Racing Club will take measures to ensure that its recruitment practices are non-discriminatory. A planned approach will be adopted to eliminate barriers which discriminate against particular groups.

POSITIVE ACTION

Milton Keynes BMX Racing Club may take positive action for any group which is under-represented in membership, representative bodies, workforce or participation events that share a protected characteristic and suffer a disadvantage connected to the characteristic.

Additionally, Milton Keynes BMX Racing Club may take positive action in the provision of services for people who share a protected characteristic.

MONITORING AND EVALUATION

Milton Keynes BMX Racing Club will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will inform members of their impact. The Chairperson has overall responsibility for the implementation of the Equality Policy.

The Milton Keynes BMX Racing Club committee is responsible for ensuring that this Equality Policy is followed and to provide appropriate procedures to deal with the investigation and disciplinary hearing in connection with any alleged breach of the Equality Policy and/or any related Codes of Practice which may be issued by the Committee from time to time.

DISCIPLINARY AND GRIEVANCE

PROCEDURES To safeguard individual rights under the policy a member or volunteer who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action may be taken against any member or volunteer who contravenes the Equality Policy Milton Keynes BMX Racing Club is committed to ensuring that individuals feel able to raise any grievance and no member or volunteer will be penalised for doing so unless it is untrue and not made in good faith.

Should you have any equality related queries or if you have any feedback or suggestions you'd like to make on how we can make Milton Keynes BMX Racing club more equitable then please email mkbmxracing@gmail.com and title your email 'Equality'.

(revised 20/04/2021)