



Charity number 1176297 Company number 7934312

Streetbikes

Equality & Diversity Policy

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Distribution

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1. Aim of the Policy:

- 1.1 Streetbikes is committed to encouraging equality, diversity and inclusion among our staff, volunteers and visiting clients and eliminating unlawful discrimination.
- 1.2 The aim is for our charity to be truly representative of all sections of society and for our staff, volunteers & clients to feel respected and able to give their best.
- 1.3 Our aim is that all staff, volunteers & clients associated with the Streetbikes feel they are valued, included and that their contributions are acknowledged.

2. Policy Purpose:

2.1 Provide equality, fairness and respect for all in our staff, volunteers & clients.

2.2 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

2.3 Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities.

3. Our Commitment:

3.1 Encourage equality, diversity and inclusion in the workplace as this is good practice and fosters a healthy sense of belonging.

3.2 Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all persons associated with Streetbikes are recognised and valued.

3.3 This commitment includes training Streetbikes staff & volunteers about their rights and responsibilities under this equality & diversity policy. Responsibilities include persons conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination in the use of our services.

3.4 All staff and volunteers should understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against other persons associated with Streetbikes & the wider community.

3.5 Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by staff, volunteers & visiting clients and others in the course of the organisation's work activities.

3.6 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 gross misconduct and lead to dismissal without notice. Further, sexual harassment may amount to both an employment rights matter and 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.

3.7 Make opportunities for training, development and progress available to all staff 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 effectiveness and efficiency of the organisation.

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

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

3.10 Monitor how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

3.11 Streetbikes will work proactively to demonstrate our inclusiveness by celebrating the diversity of the charity. We will support equality campaigns and work with partners across the local community to create opportunities for under represented groups to utilise Streetbikes services.

3.12 Where possible, Streetbikes will ensure we have a range of adapted bikes and trikes at the mixed ability sessions to allow as many users as possible to access our service.