

British Caving Association

Originally approved in 2019, as amended by 2021 BCA AGM

Equality and Diversity Policy

Purpose

- 1.1 This policy sets out the BCA's approach to equality and diversity in its membership and at its workplaces. The BCA is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the membership and enhance the way we work.
- 1.2 The BCA aims to be an inclusive organisation, committed to providing equal opportunities throughout, in the recruitment, training and development of members, and to pro-actively tackling and eliminating discrimination
- 1.3 For the purpose of this document 'members' refers to any individual, club, access controlling body, constituent body or employee.

Equality and Diversity at the BCA

- 1.4 At the BCA we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in membership, and to services.
- 1.5 We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for the BCA too.
- 1.6 The rights and obligations set out in this policy apply equally to all members and others employed under a contract of service.
- 1.7 You have personal responsibility for the application of this policy. As part of your membership, you are expected to read and familiarise yourself with this policy, and ensure that this policy is properly observed.
- 1.8 This policy is also of particular relevance to those concerned with recruitment, training and promotion procedures and decisions which affect others.
- 1.9 There are six types of discrimination set out in the Equality Act 2010 and this policy covers all of them (in conjunction with the association's bullying and harassment policy).
 - Direct discrimination – where someone is treated less favourably than another person because of a protected characteristic.
 - Associative discrimination – this is direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
 - Discrimination by perception – this is direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to.
 - Indirect discrimination – this can occur when you have a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.
 - Harassment – this is behaviour that is deemed offensive by the recipient. Employees can now complain of the behaviour they find offensive even if it is not directed at them.
 - Victimisation – this occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation.

The BCA's Commitment

- 1.10 Every member is entitled to an environment that promotes dignity, equality and respect for all. The BCA will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against a member, trainer or other because of a protected characteristic:
 - Sex;
 - gender reassignment;
 - marriage and civil partnership;
 - pregnancy and maternity;
 - race (including ethnic origin, colour, nationality and national origin);
 - disability;
 - sexual orientation;
 - religion and/ or belief; and
 - age.
- 1.11 All members will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities in the BCA. Selection for position, promotion, training, or any other benefit will be on the basis of aptitude and ability.
- 1.12 No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with your ALO or another colleague in a relevant position of seniority. You may decide in the alternative to raise the matter through the BCA's Harassment Policy or Grievance Policy.
- 1.13 Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. The BCA will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by the BCA as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under BCA's Discipline Policy.
- 1.14 Members may also be personally liable for any acts of discrimination prohibited by this policy that they commit, meaning that they can be sued by the victim.

Version 2: as amended by the 2021 BCA AGM.

Previous version 1: as approved by the 2019 BCA AGM.

Changes:

The 2021 BCA AGM approved a motion to make the following changes:

Under purpose insert the following wording: For the purpose of this document members refers to any individual, club, access control body, constituent body or employee.

Under equality and diversity section add the following wording: There are six types of discrimination set out in the Equality Act 2010 and this policy covers all of them (in conjunction with the association's bullying and harassment policy).

Direct discrimination – where someone is treated less favourably than another person because of a protected characteristic.

Associative discrimination – this is direct discrimination against someone because they are associated with another person who possesses a protected characteristic.

Discrimination by perception – this is direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to.

Indirect discrimination – this can occur when you have a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.

Harassment – this is behaviour that is deemed offensive by the recipient.

Employees can now complain of the behaviour they find offensive even if it is not directed at them.

Victimisation – this occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation.

Point 9 needs to be bulleted points as part of point 8, as it's just listing the protected characteristics. Point 10 should change employees to members. Point 11 should read 'No form of intimidation, bullying or harassment will be tolerated. If you believe that you or anyone else may have suffered discrimination because of any of the protected characteristics, you should consider following the complaints procedure of the association'. Point 13: replace employees with members.

Note that 1.3 and 1.9 have been newly inserted in version 2; the text above refers to the old numbering.