

# **Appendix 1**

## **Equality and Diversity Policy**

### **Purpose**

1.1 This policy sets out the British Caving Association's (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

### **Equality and Diversity at the BCA**

1.3 In 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.

1.4 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.

1.5 The rights and obligations set out in this policy apply equally to all members and others employed under a contract of service.

1.6 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.

1.7 This policy is also of particular relevance to those concerned with recruitment, training and promotion procedures and decisions which affect others.

### **The BCA's Commitment**

1.8 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:

1.9 Sex; gender identity or 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.

1.10 All BCA 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.

1.11 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 a trusted member of the caving community such as a senior member of your caving club, a BCA committee member or any other member 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.

1.12 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.

1.13 BCA 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.