



Every Body Outdoors – Equality, Diversity and Inclusion Policy

Every Body Outdoors (EBO) is committed to promoting equality and diversity, providing an inclusive and co-operative environment in which all individuals working for and volunteering on behalf of the organisation feel respected and able to give of their best.

EBO's Equal Opportunities Policy is informed by the Equality Act and we are committed to offering equal opportunities, eliminating all forms of discrimination and encouraging diversity in all areas of the organisation.

EBO will not discriminate against, bully or victimise any person or organisation on grounds of age, disability, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex, gender, gender reassignment, and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

We will comply with best practice from legal, regulatory and inspection requirements. Codes of Practice and other guidance will be used appropriately to ensure progress on diversity.

Principles

EBO is committed to:

- Creating an environment where all community members, volunteers, employees and directors feel respected and able to give their best.
- Working in inclusive ways in developing an organisational culture that pro-actively promotes diversity and equality.
- Ensuring that the directors, employees, community members and volunteers are supported and trained in knowledge and skills to deliver our policy on equality.

Roles and responsibilities

The policy applies to anyone representing or working for EBO. This includes employees, community members and directors, volunteers, contractors, consultants and agency staff. This list is not exhaustive:

- EBO is committed to ensuring that all staff (current and prospective), volunteers, community members and directors are afforded equal opportunities regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, age, health, gender, gender reassignment, marital status, parental status, caring responsibilities, sexual orientation, disability,



socio-economic background, educational background, ex-offender status, or any other inappropriate distinction.

- Promote diversity and equality for persons working or volunteering for and on behalf of EBO and value input from individuals and groups of people from diverse cultural, ethnic, socio-economic and other distinctive backgrounds.
- Promote fair and equal treatment for employees and volunteers in fulfilling their potential, ensuring that no individuals or groups of people are afforded unfair privilege within the working environment.
- Treat all members of staff and volunteers fairly and equally, irrespective of their length of service, status and number of hours worked.
- Challenge discriminatory practice and less favourable treatment, wherever this is identified.
- Undertake positive action, wherever possible, to encourage greater participation of under-represented groups of people across the organisation.
- Promote an environment free from discrimination, victimisation or bullying in any way or form in relation to all employees and volunteers of the organisation.
- Regard breaches of this as misconduct which may lead to disciplinary action.
- Keep under review all employment and volunteering practices and procedures to ensure fairness.

Our board of directors is responsible for putting in place training, monitoring and review mechanisms to ensure the successful implementation of this policy.

Our board of directors is responsible for ensuring that anyone representing or working for EBO is aware of the contents of this policy.

Any instance of doubt about the application of the policy, or other questions, should be addressed to the board of directors, as should any requests for special training.

Where there are issues with the way the policy is working, these will be looked at closely by the board of directors with a view to identifying measures to improve the effectiveness of the policy.

The board of directors will review the overall impact of this policy at least every 2 years to make further improvements.

Breaches of this policy

Any breach of this policy, intended or accidental, is not acceptable. Infringements of this policy will be dealt with seriously under the appropriate procedures, such as The EBO disciplinary procedure for employees, volunteers and community members.



Issues relating to employees should be raised with a member of the board of directors responsible for staff. Issues not related to employees should be raised with the EBO coordinator.

Our commitment to our employees

This policy sets out EBO's position on equal opportunities in all aspects of employment, including recruitment and promotion.

- All employees, whether part-time, full-time or temporary, will be treated fairly and with respect.
- Selection for employment, training or any other benefit will be on the basis of aptitude and ability.
- We will work to create an environment in which individual differences and the contributions of all our workers are recognised and valued.
- Every worker is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Appropriate training and development opportunities are available to all workers.
- We will regularly review all our employment practices and procedures to ensure fairness.

Our commitment to our community

We will:

- Take positive steps to encourage as wide a community membership as possible, including reaching out to minority and disadvantaged groups to encourage participation and ensuring structures and conditions of events and community activities make the organisation accessible to minority and disadvantaged groups.
- Ensure that all events are, where possible, held in accessible buildings and that timings do not exclude certain groups of people from being able to participate.
- Ensure that documents are available in accessible formats depending on the needs of participants.
- Ensure that non-sexist language and titles are used.
- Ensure that people from minority and disadvantaged groups are encouraged to step into volunteering and leadership roles

Responsibility for Implementation of the Policy

The EBO Board of Directors has ultimate responsibility for the development and implementation of the organisation's Equality, Diversity and Inclusion Policy. In terms of paid staff and volunteers this is achieved through the Coordinator.



All employees (whether in a paid or voluntary capacity) have a duty, both morally and legally not to discriminate against individuals. Employees, volunteers and representatives of the Every Body Outdoors have a personal responsibility for the practical application of the organisation's Equality, Diversity and Inclusion Policy which extends to the treatment of members of the public and employees.