

Tyne Valley MTB - EQUALITIES POLICY

This policy has been prepared as part of Tyne Valley MTB club's willingness to ensure discrimination plays no part in the club's structure and life. More importantly, it stands as a statement of our belief that all forms of discrimination are immoral, divisive and harmful, and are fundamentally incompatible with modern day living.

Equality

Membership of the club will be based on equality as will all the club's dealings with other individuals and organisations in all contexts.

The ability of sub contractors to carry out tasks which they have been sub-contracted to do on behalf of the club will be the sole factor in defining their status. Their status shall not derive in any way from their age, (dis)ability, gender, sexuality, race, national origin, ethnicity, religious beliefs or other personal attribute which is independent of their ability to carry out contracted tasks.

Equality of Opportunity

Any decisions on procurement or appointment of sub-contractors to undertake tasks paid or unpaid on behalf of Tyne Valley MTB will be based on ability, track record and cost, and shall not derive in any way from the age, gender, sexuality, race, national origin, ethnicity, religious beliefs or other personal attribute of any individual working for an organisation from which Tyne Valley MTB is sourcing goods or services. In the case of disability a decision will also be taken on the grounds of reasonableness and suitability.

Cascading Tyne Valley MTB's Equalities Policy

Wherever possible, Tyne Valley MTB will source its products and services from sub-contractors and businesses with equalities policies consistent with its own.

Application and Monitoring

We comply with: the Sex Discrimination Act 1975, the Employment Equality (Sex Discrimination) Regulations 2005; the Equal Pay Act 1975; the Disability Discrimination Act (DDA) 1995; statutory obligations under the Race Relations (Amendment) Act 2000. We observe, as far as possible, the Commission for Racial Equality's Code of Practice for Employment as approved by Parliament in 1983.

Application of this policy will be monitored on an annual basis and reviewed if necessary at that time. This policy is active as of **01 March 2012** and has been approved by the club's trustees.

