



Equality & Diversity Policy

Policy Statement

Mount Hawke Skatepark aims to ensure that everyone who wishes to use our facilities and be involved in skateboarding and its related activities;

- is made to feel equally welcome and included when visiting the skatepark.
- has a genuine and equal opportunity to access the skateboarding community and its benefits and will strive to recognise and remove any barriers that may prevent individuals from doing so.
- is able to participate to the full extent of their own ambitions and abilities, without regard to their age, ethnicity, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, socio-economic status, sex or sexual orientation.

Mount Hawke Skatepark is committed to equality and diversity throughout our workforce and aims to ensure;

- employees, volunteers and members represent the diverse mix of backgrounds and identities present in our community and to reflect the make-up of those who use the skatepark and its facilities.
- that each employee feels respected, valued and able to give their best whether they work on a part-time, full-time or alternative basis.
- we promote a positive work environment where it is the responsibility of all Mount Hawke staff and associated individuals to conduct themselves in a way to help the organisation provide equal opportunities in employment, and to help prevent bullying, harassment, victimisation and inappropriate discrimination.
- We will also seek to work with people and organisations who reflect our equal opportunity values.

As a CIO and one of the largest skateparks in the country Mount Hawke recognises its responsibility in line with our constitution and the interests of social welfare the object of all

our operations improving without discrimination, specifically but not exclusively the condition of life of the inhabitants of Cornwall, and surrounding areas.

This Policy will help ensure that sections of the community are not denied the opportunity to use our facilities and therefore participate and/or make progress in skateboarding or other related activities.

Mount Hawke recognises, respects and values diversity in its trustees, employees, volunteers and skatepark users. We have this policy because it is a people-led organisation that must ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for Mount Hawke.

Mount Hawke will take steps to prevent discrimination or other unfair treatment of its employees, members, volunteers or facility users whether intentional or unintentional, direct or indirect.

LEGAL OBLIGATIONS

Mount Hawke Skatepark is committed to avoid and eliminate unfair discrimination of any kind in its facilities and activities and will under no circumstances condone unlawful discriminatory practices.

(Examples of the relevant legislation and the behaviours in question are given in the Appendix.)

Lawfully encourage equality and diversity in the workplace, including, where suitable, the use of positive action, both as good practice and to ensure that the organisation thrives.

Inform managers and all other employees about their rights and responsibilities under this policy.

Take seriously complaints of bullying, harassment, victimisation and inappropriate discrimination and deal with upheld complaints and vexatious or malicious complaints as appropriate (in line with our complaints policy)

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

Positive Action

The principle of sports equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Mount Hawke Skatepark will therefore seek to institute or support appropriate measures or initiatives that enable access to skateboarding and participation in associated activities by people from any group that is under-represented in the sport or has difficulty

Procedures

This policy covers the behaviour of all people employed or volunteering at Mount Hawke Skatepark or using the services and sets out the way they can expect to be treated in turn by the CIC. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and management.

Implementation

Mount Hawke will:

- Publish a copy of this document on Mount Hawke Website.
- Ensure that Trustees, Management, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- Take measures to ensure that its recruitment and employment practices are non-discriminatory
- Actively encourage Trustees, staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- Monitor the services, publicity and events provided by Mount Hawke, to ensure that they are accessible to all sections of the population and do not discriminate, and take active steps to ensure that participation is representative.
- Work directly with and collaborate with local organisations that work to promote and improve the well-being and inclusion of particular groups and/or those with protected characteristics as outlined in the Equality Act 2010.
- Adopt a planned approach to eliminate barriers which discriminate, directly or indirectly, against particular groups and/or those with protected characteristics as outlined in the Equality Act (2010).

Monitoring and Evaluation

Mount Hawke will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will inform employees and members of their impact. The General Manager and Trustees will review this policy Bi annually.

Disciplinary and Grievance Procedures

To safeguard individual rights under the policy an employee, member, volunteer or user who believes that they have suffered inequitable treatment within the scope of the policy may raise the matter through the grievance or complaints procedure available on the website.

Appropriate disciplinary action may be taken against any employee, member, or volunteer who contravenes the Equality Policy.

Mount Hawke Skatepark is committed to ensuring that individuals feel able to raise any grievance and no employee, member or volunteer will be penalised for doing so unless it is untrue and not made in good faith.

APPENDIX

Relevant legislation and forms of unacceptable discrimination

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

The Equality Act 2010 is a law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010 and supersedes previous legislation.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as: age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Direct discrimination is deliberately treating an individual less favourably than another person because of a characteristic stated above without a lawful exception to do so. For example, by refusing to employ a woman because she is pregnant or transferring a transgender employee from their role against their wishes because of client contact.

Indirect discrimination is applying a provision, criterion or practice that creates a disadvantage for a person because of one of the characteristics outlined above in the absence of proportionality and a legitimate aim. For example, requiring a job to be done full-time rather than part-time would adversely affect women because women generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it could be justified as a proportionate means of achieving a legitimate aim.

Disability discrimination is direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Harassment is where there is unwanted conduct, related to one of the characteristics outlined above (other than marriage, civil partnership, pregnancy or maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Approved May 2022