

EQUAL OPPORTUNITIES FRAMEWORK

Introduction

This policy applies to all committee members, members, volunteers, users and the general public. The Committee of Milton Keynes Archery Club is aware that it has a responsibility to ensure that all reasonable measures are taken to provide and maintain a working environment which is accessible and inclusive for all members, volunteers and service users.

Definitions

For the purpose of this document the following definitions will apply:

- Committee Member - a person holding a position on Milton Keynes Archery Club Committee
- Member – a person who is a member of Milton Keynes Archery Club who has paid their subscription.
- Volunteer – a person noted as offering volunteer time towards the aims and objectives of Milton Keynes Archery Club activities
- Service user – participants in activities arranged and conducted by Milton Keynes Archery Club.

Summary of principles

1. Milton Keynes Archery Club is committed to being an equal opportunities organisation that ensures equality of opportunity and fair treatment both as an organisation and as a provider of services.
2. Milton Keynes Archery Club will:
 - a. Ensure that all policies and procedures reflect their commitment to equal Opportunities
 - b. Integrate equal opportunities into its planning process.
 - c. Create an ethos of fairness, courtesy and respect that embraces all members of Milton Keynes Archery Club, visitors, service users and the communities which Milton Keynes Archery Club serves.
 - d. Encourage the committee and any relevant sub-committees within Milton Keynes Archery Club to review their composition and to consider how they represent and address issues of diversity within the organisation.
 - e. Create an environment which is safe, accessible, caring and welcoming
 - f. Work constructively with appropriately recognised organisations to ensure the effective implementation of this policy
 - g. Ensure that all members are treated fairly in respect of the nature of Milton Keynes Archery Club objectives, regardless of their:
 - Race
 - Colour
 - Nationality
 - Ethnic or national origins
 - Sex
 - Gender
 - Marital status
 - Family responsibilities
 - Abilities
 - Physical and mental health (including past history)
 - Age
 - Sexuality
 - Political or religious beliefs
 - Socio-economic group
 - Being an ex-offender *
 - h. Ensure that all volunteers are included on the basis of their abilities and the requirements of the task and are recruited in a non-discriminatory manner

* Certain offences will exempt them from working with children, young people or vulnerable adults

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- i. Ensure fair treatment for:
 - All members and service users
 - Everyone who is entitled to use any of Milton Keynes Archery Club services and facilities
- j. Develop opportunities in, and approaches to, services that take into account patterns of under-representation with a view to encouraging where possible, greater diversity within Milton Keynes Archery Club activities
- k. Monitor and review regularly the operation of this policy

Application of the Equal Opportunities Principles to all Members

Policy Operation

- In choosing the media and wording to be used in advertising and literature, Milton Keynes Archery Club will be informed by the outcomes of its equal opportunities monitoring
- Milton Keynes Archery Club will respond constructively to requests from service users with disabilities and additional needs
- No service user should be unfairly treated on the grounds listed in section 3 (summary of principles), or on any other unreasonable grounds

Milton Keynes Archery Club will:

- Monitor and keep under review its application procedures and make every reasonable effort to ensure that these reflect best practice
- Identify and address any barriers in the application process
- Monitor and keep under review local customs and practices
- Ensure fairness in the terms and conditions on which services are offered

Organisational Culture

Milton Keynes Archery Club will make reasonable efforts to provide an environment where the ethos, standards and practices are conducive to the wellbeing of all members, volunteers and service users.

Application of the Equal Opportunities Principles to Service Users

Admissions

- No person will be treated less favourably on those grounds listed in section 3 (summary of principles), or any other unreasonable grounds
- Milton Keynes Archery Club welcomes applications from people with disabilities or additional needs

Milton Keynes Archery Club will:

- Develop marketing and promotion strategies based on a sound understanding of the diverse information needs of service users and the local community
- Ensure that publicity material, events and information services are relevant and accessible to all applicants
- Ensure that publicity materials, events and information services communicate effectively Milton Keynes Archery Club's commitment to equal opportunities
- Pay particular attention to language, wording, images, content and format

Ethos

- Milton Keynes Archery Club welcomes and values diversity in its members, volunteers and service users
- All members are expected to work in ways that promote equal opportunities
- Milton Keynes Archery Club seeks to create an atmosphere that is tolerant and respectful of differences and encourages all members to explore and value diversity
- A commitment to equal opportunities is expected of all members Milton Keynes Archery Club.



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The following legislation and regulations provide the legal framework Equal Opportunities policy and practice:

Relevant Government Legislation

Sex Discrimination Acts 1975 & 1986
Race Relations Act 1976
Race Relations Code of Practice 1984
Chronically Sick and Disabled Persons Act 1970 (Amendment) Act 1976
Data Protection Act 1988
Disability Discrimination Act 1995
Code of Practice (disability Discrimination) 1996
Public Interest Disclosure Act 1998
Sex Discrimination (Gender Reassignment) Regulations 1999

The policy and principles described in this document have been approved by Milton Keynes Archery Club with effect from 01/04/2022

All members of Milton Keynes Archery Club have a personal responsibility to comply both with the current legislation and with the Clubs Equal Opportunities Policy