

CARGODALE



Diversity & Equality Policy

Cargodale CIC is committed to ensuring equality of opportunity for its employees, volunteers, job applicants and board members. This means that none of the above will receive less favourable treatment for reasons relating to protected characteristics as defined in the Equality Act 2010. These include age, disability, gender, marriage/civil partnership, pregnancy and maternity, ethnicity, nationality or national origins, religion or belief, and sexual orientation.

Cargodale CIC will treat unlawful discrimination, harassment or victimisation by any employee, board member or volunteer as serious misconduct and respond with appropriate disciplinary action.

Responsibility for implementing this policy will rest with any individual director specifically allocated this, or if no director is responsible, the board of directors.

Purpose of this policy

Both participation in the sport of cycling and employment in the logistics industry have historically been taken up by a narrow section of the general population. The intention of this policy is to guard against opportunities being denied to particular parts of the community as a result of protected characteristics, as defined in the Equality Act 2010 and successor legislation, and ensure that the actions of the company are compliant with applicable legislation.

Scope

This policy covers direct and indirect discrimination, discrimination by association, discrimination by perception, victimisation and harassment (i.e. conduct which is not necessarily directed at an individual with protected characteristics, but which aims to intimidate, degrade or humiliate).

This policy is not intended to apply to lawful discrimination, such as positive action taken to include a member of an under-represented group, or decisions taken in relation to an individual's characteristics which are not protected under the relevant legislation.

Relevant legislation

Cargodale CIC will ensure that its business remains compliant with the following legislation:

- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998
- Children Act 1998
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006

Implementation

This policy will be drawn to the attention of all employees, directors, volunteers and candidates for employment of Cargodale CIC, and incorporated into the company's training and induction procedures.

The policy will be available on Cargodale's website.

Cargodale CIC will take action to ensure that it avoids unlawful discrimination in its recruitment, training, working conditions and employment contracts.

Where practicable, Cargodale CIC will adapt its processes and resources to ensure people with disabilities are not disadvantaged or excluded by its recruitment procedures or its day-to-day operations.

There will be ongoing monitoring of the effectiveness of this policy, and procedures in place for all staff at the company to feed back and review it.

Cargodale CIC

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www.cargodale.co.uk