



## **TawakCool Advenrues CIC Equality & Diversity & Inclusivity Policy**

TawakCool Adventures is dedicated to encouraging a supportive culture among our workforce, volunteers, participants and members. It's in everyone's best interests to promote diversity and eliminate discrimination. We aim to ensure that our organisation represents all of society, and that every person is respected, valued and encouraged, and is able to give their best as a result.

We aim to ensure that every employee and job applicant is treated fairly and has equal opportunities. We are opposed to all forms of discrimination and we are committed to never providing less favourable facilities or treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, nationality, national origin, religion or belief, or sex and sexual orientation (together known as the protected characteristics). We are opposed to all forms of unlawful and unfair discrimination.

### **TawakCool Adventures commitments to equality, diversity and inclusivity**

Diversity is about recognising, respecting and valuing different experiences, viewpoints, cultures, lifestyles and approaches based on membership of groups who share protected characteristics.

We will treat all our people, whether full time, part time, temporary staff or volunteers, fairly and with respect. When we select a person for employment, promotion, training or any other benefit, it will be on the basis of their skills and ability.

Any organisations associated with or linked to TawakCool Adventures, including member clubs, affiliated associations, sponsors and suppliers should demonstrate their commitment to upholding the principles and practice of inclusivity.

**We will:**

- Create an environment in which individual differences and the contributions of everyone are recognised, celebrated and valued
- Create an environment that promotes dignity and respect for all shareholders (employees, members, volunteers and participants)
- Not accept any form of discrimination, intimidation, bullying, victimisation or harassment, and we will take disciplinary action against anyone who breaks this policy
- Make opportunities for training, development and progression available to all staff
- Promote equality as good practice for us and all member clubs, affiliated associations, sponsors and suppliers
- Encourage anyone who experiences discrimination to raise their concerns so that we can take action
- Encourage employees to treat everyone with dignity and respect
- Regularly review our policies and procedures to ensure that fairness is maintained at all times
- Educate all employees on our equality, diversity and inclusivity policy and let them know that they are required to adhere to our requirements and promote fairness
- Inform all funding agencies and other stakeholders about the policy

**TawakCool Adventures legal responsibilities regarding equality, diversity and inclusion**

TawakCool Adventures abides by the Equality Act 2010 and will not unlawfully discriminate against any of our stakeholders.

The following forms of discrimination are unlawful and unacceptable within TawakCool Adventures:

**Direct discrimination** - Treating someone less favourably because of a protected characteristic

**Indirect discrimination** - Applying a condition or practice which may appear to apply equally but which disadvantages a person because of a protected characteristic

**Harassment** - Unwanted behaviour which relates to a protected characteristic or unwanted sexual behaviour where the effect violates a person's dignity or creates a hostile, degrading, offensive or humiliating environment

**Bullying** - The misuse of power or position to persistently criticise or to humiliate and undermine a person's confidence

**Victimisation** - Making a person suffer because they have, in good faith, taken action under the Equality Act 2010

## **Legal responsibilities**

By law, we must not unlawfully discriminate against our stakeholders. We also recognise our legal obligations under, and will keep to the requirements of, the Equality Act 2010 and any equivalent legislation in any UK country, Jersey, Guernsey or the Isle of Man and any later amendments to that legislation or future equality-related legislation that may be relevant to us.

We will get advice each time we review this policy to make sure it continues to reflect the current legal framework and good practice.

## **Genuine Occupational Requirement (GOR)**

In some circumstances it will be lawful for TawakCool Adventures CIC to treat people differently if it is a GOR. Where there is a genuine requirement for a particular type of person to do the job, TawakCool Adventures will be able to justify a sound business reason for this. This may occur if it is necessary that, for example, a female is required to be a volunteer or to work on women-only activities, or that an individual of a particular religion is required to do a job.

## **Review of Policy**

This policy will be reviewed periodically as necessary, and at least every three years, and the responsible person is the Diversity Lead.

**Approved:** April 2023

**Date for Review:** April 2026