

**THE
RED ROSE
CAVE AND POTHOLE CLUB**

**EQUAL OPPORTUNITIES
POLICY**

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1. Introduction

Caving and Potholing is 'a sport for all' and should be enjoyed equally by everyone in the community. This Equal Opportunities Policy is a statement showing the Club's belief in equality and fairness, and is a basis for action to help ensure it.

The Red Rose Cave and Pothole Club (hereinafter called 'the Club') is committed to Equal Opportunities. We recognise that in the past some sections of the community have faced prejudice and discrimination and we are committed to ensuring that our Club is open to everyone regardless of their gender, race, ethnic origin, colour, religion, age, sexual orientation or physical ability.

Adopting and publicising this policy will make everyone involved with the Club and the local community more aware of the Club's commitment to Equal Opportunities for all.

2. The Club as a Service Provider

The Club will use its endeavours to ensure that:

- Everyone using the Club's facilities are aware of the Club's Equal Opportunities Policy and of how to complain if they feel that they or others have been treated unjustly;
- All complaints will be investigated properly and thoroughly;
- All sporting and scientific activities undertaken by the club will be open to all members of the wider community, and will be organised in a manner that ensures equal access. Ethnic minorities are under-represented in the sport and the club will ensure that they will receive equality of treatment, as required by law.
- Information about the Club and its services will be provided and publicised as clearly as possible.

3. The Club, as Members or Officials

The recruitment of members or officials will be in the spirit of equal opportunities, based on the principles set out in (1) of this Policy. The Club will use its best endeavours to ensure no member is subjected to harassment or abuse of any kind from fellow club members. In the recruitment of its members and officials, the Club will use its best endeavours to:-

- Avoid discriminatory language and jargon when advertising.
- Judge prospective members and officials solely on their experience and skills and not on their race, colour, nationality, ethnic origin, gender, marital status, religion, sexual orientation or physical ability.
- Ensure that no member or official is subjected to harassment or abuse of any kind from fellow members, and to take firm action if such harassment occurs.

4. Accountability

The Club will ensure that:

- The Club Committee accepts responsibility for implementing the Policy;
- Training and support is made available to members and officials to implement the policy.
- Progress on the implementation of this Policy is reviewed on an annual basis.

S. Gray

12th. October 2013

Chairman

Date

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Reviewed annually
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