



THE RED ROSE CAVE AND POTHOLE CLUB

EQUAL OPPORTUNITIES POLICY

1. Introduction

Caving and Potholing is ‘a sport for all’ and should be available to 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 physical or cultural identities including, but not limited to, gender, race, nationality, marital status, ethnic origin, colour, religion, age, sexual orientation or physical ability.

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

2. The Club as a service provider

The Club will endeavour to ensure that:

- The Club’s Equal Opportunities Policy is publicised and made available to everyone using the Club’s facilities including how a complaint may be raised if they feel that they or others have been treated unjustly.
- All complaints will be investigated by the Club, promptly, 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 whilst respecting the Club’s Constitution and all associated Policies. The Club is committed to encouraging the participation of all comers. For example, 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 published clearly and be publicly available to all.

3. The Club, as Members or Officials

The Club will use its best endeavours to ensure no member, or any other person, is subjected to harassment or abuse of any kind whilst at the Club Headquarters or during any club activity and to take firm action if such harassment or abuse occurs.



The recruitment of members or officials will be in the spirit of equal opportunities, based on the principles set out in the Introduction of this Policy (Section 1) and in accordance with the Club's Constitution and associated Policies. 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 physical or cultural identification as described in the Introduction (Section 1).

4. Accountability

The Club will ensure that:

- The Club Committee accepts responsibility for implementing the Policy and for dealing with any complaints received.
- Training and support is made available to members and officials, where required to facilitate the implementation of this policy.
- Progress on the implementation of this Policy is reviewed on an annual basis.

5. Complaints

Should any person feel they need to raise a complaint in reference to the contents and intent of this Policy they may do so, as a preference, by writing to the Club's Secretary or otherwise to any other Club Committee member of their choosing.



6. Signed on behalf of the committee:

Steve Gray

22/03/2022

Chairman

Date

7. Revisions and approval history

- 24/05/2004 - 1st draft raised as part of C.A.S.C. application.
- 08/01/2005 - Reviewed and approved, no amendments. (minuted)
- 23/02/2009 - Approved (not minuted)
- 06/10/2012 - Reviewed and approved, no amendments. (minuted)
- 12/10/2013 - Latest review and approval
- 06/12/2014 - Reviewed and approved (minuted)
- 07/07/2018 - Reviewed and approved (minuted)
- 08/02/2022 - Updated.
- 22/03/2022 - Above changes approved by 2022 AGM
- 23/12/2025 - Reviewed by Gwen Tawy. No amendments required. Approved by Committee (minuted)