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## OutdoorLads equality, diversity and inclusion policy - Volunteers



OutdoorLads equality, diversity and inclusion policy

OutdoorLads is committed to encouraging equality, diversity and inclusion among our volunteers, and eliminating unlawful discrimination.

The aim is for our volunteer group to be representative of our members, and for each volunteer to feel respected and able to give their best.

OutdoorLads - in providing events - is also committed against unlawful discrimination of members or the public.

The policy’s purpose is to:

* provide equality, fairness and respect for all our volunteers and staff
* not to unlawfully discriminate under the Equality Act 2010 against protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
* oppose and avoid all forms of unlawful discrimination. This includes in benefits, terms and conditions of volunteering, dealing with grievances and discipline, dismissal, removal, and selection for volunteering, training or other developmental opportunities

OutdoorLads commits to:

* Encourage equality, diversity and inclusion in our volunteer base as they are the core of our organisation and it is good practice and meets our charitable aims
* Create a volunteering environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued

This commitment includes informing directors, managers, employees and all volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff and volunteers conducting themselves to help OutdoorLads provide equal opportunities in volunteering, and prevent bullying, harassment, victimisation and unlawful discrimination

All volunteers should understand they, as well as OutdoorLads, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their volunteering, against employees, fellow volunteers and members, service providers, contractors and the public
* Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by employees, fellow volunteers and members, service providers, contractors and the public and any others in the course of the organisation’s events or related work or volunteering activities

Such acts will be dealt with as misconduct under the organisation’s grievance and disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross breach of the Code of Conduct or the Articles of Association and lead to dismissal from the membership of the charity without notice

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence
* Make opportunities for training, development and progress available to all volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
* Decisions concerning volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
* Review volunteering practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
* Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality, diversity and inclusion policy is fully supported by the board and has been agreed with volunteer representatives.

Details of OutdoorLads complaints policies and procedures along with the Code of conduct can be found on the OutdoorLads website. This includes with whom a volunteer or member should raise a grievance.