

Equality and Diversity Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that members, non-members and visitors are not denied access to Biggleswade and District Camera Club because of any discriminatory reason.

Biggleswade and District Camera Club will adhere to the following:

- a) be responsible for setting standards and values to apply throughout the place at every level, as photography should be enjoyed by everyone
- b) be committed to eliminate discrimination by reason of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities
- c) not discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability
- d) ensure that it treats its members, non-members and visitors fairly and with respect and will ensure that all members of the community have access to and have opportunities to take part in, and enjoy, its programmes of activities, competitions and events
- e) not tolerate harassment, bullying, abuse or victimisation of an individual (which the facility regards as forms of discrimination), including sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and work to ensure that such behaviour is met with appropriate action in whatever context it occurs
- f) be committed to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to the attention of any committee member. Complaints will be dealt with in accordance with its club complaints policy as detailed in Club Rule No 12. Where such a complaint is upheld, the management committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour
- g) be committed to a policy of equal treatment of all members and requires all members to abide by and adhere to the requirements of the relevant equalities legislation, including the Race Relations Act 1976, Sex Discrimination Act 1975, Disability Discrimination Act 1995, Age Discrimination Act 2006 as well as any amendments to these acts and any new legislation