

Helmsley Open Air Swimming Pool

Equality, Inclusion and Diversity Policy

Helmsley Open Air Swimming Pool is committed to encouraging equality and diversity among our workforce and volunteers and eliminating all discrimination.

The aim is for our team to be truly representative of all sections of society and our customers, and for each member of the team to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against all discrimination of customers or the public

The policy's purpose is to:

- provide equality, fairness and respect for all in our team members, whether temporary, part-time or full-time and for all those who use the swimming pool;
- ensure adherence to the Equality Act 2010 in terms of respecting the 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 (gender) and sexual orientation in relation to both provision of services and employment;
- oppose and avoid all forms of unlawful discrimination. This applies to all aspects of employment and to the provision of services.

Helmsley Open Air Swimming Pool commits to:

- encouraging equality and diversity both in the workplace and in service provision as they are good practice and make business sense;

- creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all team members and users of the pool are recognised and valued

This commitment includes training those in authority and all team members about their rights and responsibilities under the equality policy and the 2010 Equality Act. All team members are responsible for helping the organisation to provide equal opportunities within the organisation, and prevent bullying, harassment, victimisation and unlawful discrimination

All team staff and trustees of Helmsley Open Air Swimming Pool should understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow members, customers, suppliers and the public in the course of their work.

We take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by trustees, team members, customers, suppliers, visitors, the public and any others during the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to termination of that team member privileges without notice

Further, sexual harassment may amount to both an employment rights matter and 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

We will make opportunities available for training, development and progress available to all team members, 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 about team members will be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

We will review working practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.

We will monitor regularly the make-up of the work/volunteer force in terms of the protected characteristics to ensure that we are encouraging equality and diversity, and in meeting the aims and commitments set out in this policy

Monitoring will also include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and acting to address any issues.

The Trustees of Helmsley Open Air Swimming Pool fully support the equality policy.

Details of the organisation's grievance and disciplinary policies and procedures can be found on the [website](#):

Use of the organisation's grievance and/or disciplinary procedures does not affect any team members' right to make a claim to an employment tribunal within three months of the alleged discrimination.

Helmsley Open Air Swimming Pool

Registered Charity No 1184090

Produced: 2nd January 2022

To be reviewed: 31st December 2024