Equality Statement Tandem Trekkers

(Reviewed 08/03/2020)

The Equality Act 2010

The Act merged and superseded a number of equalities acts including those around disability discrimination. It covers matters such as the duties of employers and service providers and the rights of service users. The Act establishes codes of practice including one for charities, associations, etc. which has direct consequences for Tandem Trekkers.

Protected Characteristics

The Equality Act 2010 clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership

Discrimination

Tandem Trekkers will take steps to ensure that extra efforts are made to encourage and include persons with visual impairment in all activities. Otherwise Tandem Trekkers will not prevent or discourage the involvement of persons in its activities on the grounds of the protected characteristics set out above.

Statement of right to equal participation

Tandem Trekkers will ensure as far as reasonably possible that members, prospective members and guests will be supported to participate in any activities to the fullest of their abilities within the limits of the available resources and any reasonable adjustments.

Conduct

Tandem Trekkers expects that all members, prospective members and guests will treat other members and participants with dignity and respect. Harassment, bullying or similar behaviours are not acceptable and persons behaving in this way may be subject to disciplinary proceedings.

User led organisation

Tandem Trekkers is a Charity established by and for persons with visual impairments [VIs] with the specific purpose of providing cycling opportunities. VIs will lead and direct the Charity and are expected to form the majority [ideally 2/3] of board members and officers. VIs are the principal beneficiaries and their direction will ensure the organisation most nearly fulfils its purpose. Sighted members will be welcomed and valued as board members and not excluded from participation in any aspect of the organisation’s work.

Promoting good practice

Tandem Trekkers will raise awareness of the 2010 Act and other issues relating to equality amongst members, volunteers and workers by promoting equality, disability or similar training events in the locality such as may be provided by a local authority or council for voluntary services.

References

User-led organisation support pack: A toolkit to help Voluntary and Community Sector organisations wishing to develop as User-led Organisations

*Pub: Department of Health, ESDA, East Sussex Council*

What equality law means for your association, club or society

*pub: Equality and Human Rights Commission*