

Section 2 - Equal Opportunities Policy Statement

Cycling UK is committed to a policy of equality of opportunity which respects the identity, rights and value of each individual.

Cycling UK, recognising that discrimination exists in society, is positively committed to oppose all direct and indirect discrimination in the organisation against people on the grounds of race, ethnic origin, culture, religion, disability, gender, sexual identity, age or family status.

Cycling UK declares its intention to work for the furtherance of equality of opportunity in employment practices, access to services, volunteer recruitment and training.

Cycling UK will work to this policy and will monitor, review and evaluate its effectiveness.

The full Equal Opportunities Policy is available on the Cycling UK website: www.cyclinguk.org

Action to Implement Policy

In order to put this policy of equal opportunities into practice in the day to day operation of Cycling UK we aim to:

- set an action plan containing explicit, measurable and achievable objectives and targets, this action plan will be made available to the staff;
- provide training and guidance for key decision makers such as managers and supervisory staff and those involved with personnel and management practices;
- monitor the existing workforce and the application and effects of the policy;
- examine and review existing procedures for recruitment, selection promotion and training;
- develop mechanisms for resolving grievances about unfair discrimination and harassment;
- identify any scope for using lawful positive action training and encouragement, and put the necessary arrangements in hand;

Senior managers fully support this policy statement. All employees are responsible for playing their part in achieving its objectives.

This policy is not contractual, it is an expression of current policy and may be changed by Cycling UK.