

## Equal Opportunities Policy Statement

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Review Date: 23/08/05

Updated: 23/08/03

Reviewed and amended 3/10/07

### **Equal Opportunities Policy**

The London Cycling Campaign (LCC) believes that Equality of Opportunity is at the core of all its work. LCC recognises that some individuals and groups in society are discriminated against and will take positive action to fight this discrimination in all areas of its work. This Policy sets the framework for its work. LCC will constantly review the impact of its activities on equal opportunities.

#### **Employment**

LCC wishes to employ the best possible staff and will therefore seek to ensure equality of opportunity so that no person should be disadvantaged in seeking employment. LCC will seek to ensure that all staff are treated equally according to their need.

The HR Committee (HRC) will monitor, evaluate and provide a report to the Board on each recruitment process.

#### **Volunteering**

LCC wishes to have the best possible volunteers and will therefore seek to ensure equality of opportunity so that no person should be disadvantaged in seeking an opportunity to volunteer at LCC.

LCC will monitor and evaluate the recruitment of volunteers, and will, where possible and practicable, conduct an exit interview with each volunteer, to ascertain each person's view of volunteering at LCC

#### **Membership and campaigning**

LCC will promote cycling in a way which is inclusive to all people and groups in society. It will actively reach out to those people and groups who are underrepresented in its membership. It will campaign to ensure that the improvements it seeks for all people who cycle are in particular accessible to people from minority groups.

LCC will ensure that all its publicity and promotional materials use appropriate images that reflect the true diversity of the society in which it works.

Each year the Marketing and Membership Manager will conduct an Equal Opportunities review of all of LCC's publicity and recruitment materials, and submit that review to the HRC for consideration.

#### **Partners**

Equal opportunities will be a consideration when LCC seeks to work with new partners or providers of services.

#### **Members and local borough groups**

LCC will work to ensure that its individual members and borough groups are fully aware of equal opportunities issues.

LCC will require its borough based groups to have in place an Equal Opportunities Policy and will provide training and support to enable them to apply equal opportunities practice in all their activities.

LCC will promote equality of opportunity to its members and take action against any member who acts in any discriminatory manner whatsoever.

**Monitoring and Evaluation**

LCC will regularly monitor its services and practices to ensure that it continues to promote and operate equality of opportunity within all its work. LCC will take appropriate action to improve its services and practices as is necessary.