

## **Chelmsford Motor Club - Equality, Diversity & Inclusion Policy**

### **Introduction**

For the purposes of this policy 'inclusion' means access for all. It means recognising differences between individuals/groups and providing opportunities for them to participate in motorsport, regardless of those differences, whether this is as a club member, competitor, marshal, official, volunteer or family member.

Chelmsford Motor Club embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible, and equitable. We want our club to be equally accessible to all members of society, whatever their age, disability, gender, race, ethnicity, religion or belief, sexual orientation, or social/economic status.

This Equality, Diversity & Inclusion Policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate.

We will ensure that we comply with the [Equality Act 2010](#) and the characteristics protected by it (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity). As a Club, we will welcome and include everyone regardless of whether they have a protected characteristic or not.

Our aim is to provide an environment where everyone feels:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

### **Aims**

Our approach to Equality, Diversity & Inclusion is:

- To promote the development of knowledge and understanding of disability, equity and inclusion.
- To contribute towards growing and sustaining numbers of people from underrepresented groups participating within our organisation.
- To adopt inclusive practice.

### **Commitment**

We will:

- Not tolerate discrimination, harassment, bullying, or victimisation.
- Actively identify and reduce barriers to participation for underrepresented groups.
- Consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation.
- Ensure underrepresented groups are given the opportunity to participate in all aspects of our club.
- Provide opportunities for all.

There are a number of measures that we will take to ensure that we are working under the guidance of the policy and within the requirements of the [Equality Act 2010](#).

### **We will provide a welcoming environment**

- We will think positively about how we can include people rather than focusing on potential barriers to participation.
- We will consider how the club is promoted. For example, by providing information in formats which are accessible and by using appropriate imagery.
- We will encourage people to contact us to discuss their needs and requirements to facilitate inclusion and we will ensure we consider what reasonable adjustments could be made to enable them to participate.

### **We will talk to people**

- We will, so far as is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- We will not make assumptions and will try to speak to people about the reasonable adjustments they believe might be made to enable them to participate and to discuss how these could be made.

### **We will make reasonable adjustments**

- We will demonstrate that every effort has been made to enable everyone to participate and that inclusion not exclusion has been the priority.
- If reasonable adjustments are required to make an event/activity accessible, then we will make those reasonable adjustments.

October 2023