



REACH RIDERS GROUP

Equality, Diversity and Inclusion Policy

Reach Riders Group is committed to encouraging equality, diversity and inclusion among our membership, and eliminating unlawful discrimination.

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

The Group - in providing events and facilities - is also committed against unlawful discrimination of members or the public.

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our members
2. Not unlawfully discriminate because of the Equality Act 2010 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
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination

Reach Riders Group commits to:

1. Encourage equality, diversity and inclusion as they are good practice
2. Create 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 members are recognised and valued.

This commitment includes alerting Committee Members about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.

All members should understand they, as well as their Committee Members, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their participation in the group, against fellow members and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, visitors, the public and any others in the course of the Group's activities.
4. Such acts will be dealt with as misconduct under the Group's grievance procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal from the Group without notice.
5. Further, sexual harassment may amount to 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.
6. Review practices and procedures when necessary to ensure fairness, and also update the Policy to take account of changes in the law.
7. Monitor the make-up of the members regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

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

Agreement to follow this Policy

The equality, diversity and inclusion policy is fully supported by RRG Committee Members

Our disciplinary and grievance procedures

Details of RRG's grievance and disciplinary policies and procedures can be found in the Group's Constitution. In the first instance Members should raise a grievance with a Committee Member.

December 2025