



York Bike Belles CIC Equality, Diversity and Inclusion Policy

March 2021

Section 1 – Equality Diversity and Inclusion Principles

York Bike Belles is committed to reducing inequality, valuing diversity and enabling inclusion.

Equality

York Bike Belles is committed to preventing unlawful discrimination, harassment, victimisation, and other conduct prohibited by the Equality Act 2010. This includes discrimination based on age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race (including nationality, ethnic or national origin), religion or belief, sexual orientation or contractual status (fixed term, full or part time).

York Bike Belles recognises that there are significant inequalities in our area of work and a number of groups underrepresented in walking, cycling, physical activity and having access to nature. This includes (but is not limited to) women and girls, older people (over 55), the elder community (over 80), people with health conditions and disabilities, young people (aged 11 – 25) and BAMER (Black Asian Minority Ethnic and Refugee groups). These groups are also more likely to be disadvantaged, marginalised, isolated and with lower health and wellbeing. More information at <https://yorkbikebelles.community/about/why-our-work-matters/>

In order to tackle the above inequalities, York Bike Belles reaches out to and prioritises work with these groups to help meet their specific needs and the barriers they can experience to being involved in walking, cycling, physical activity, community life and to accessing nature.

Diversity

York Bike Belles values diversity. We are committed to ensuring that everyone who has contact with us in the course of our work is equally valued and has equality of opportunity.

York Bike Belles is committed to building a diverse team, whether paid staff member, volunteer or Director.



Inclusion

York Bike Belles is committed to ensuring that everyone we work with is treated with respect.

York Bike Belles values inclusion as a top priority. Inclusion underpins our main aim "to encourage and enable people of all ages and abilities to walk and cycle" and runs through every aspect of our work. Inclusion is set out as one of our core values in our Strategy 2020 – 2025. More information at <https://yorkbikebelles.community/resources/york-bike-belles-cic-strategy-2020-2023/>.

Section 2 - How York Bike Belles puts Equality, Diversity and Inclusion into practice

York Bike Belles is welcoming, friendly and respectful to all those we meet in the course of our work.

We ensure that Equality, Diversity and Inclusion are embedded in our work - in our communications, activities, resources and partnership-working.

We make all our communications, activities, services and resources as accessible and inclusive as possible to people of all ages, abilities and life situations.

We ensure all our policies and procedures encourage diversity, support inclusion and prevent discrimination.

We maintain recruitment and employment policies and procedures that are open and fair and prevent discrimination, and are equal in their treatment of all employees, regardless of age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race (including nationality, ethnic or national origin), religion or belief, sexual orientation or contractual status (fixed term, full or part time).

We maintain a culture of zero tolerance of bullying and harassment. We fully investigate allegations of such behaviour and appropriate action is taken by management.

We support the wellbeing of our team (whether paid staff, volunteer or Director) by encouraging a healthy work life balance. We ensure that reasonable adjustments are made to support team members with special requirements, including disabilities.

We ensure that pay and benefits meet the requirements of Equal Pay legislation and that all staff are paid at least the Living Wage.



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We inform all our team about their rights and responsibilities under this policy and offer or signpost them to relevant training if appropriate.

We collect and monitor data on Equality and Diversity on a yearly basis to inform what, if any, steps need to be taken to improve the participation of underrepresented groups and diversity of our team.

Review of policy

This Equality, Diversity and Inclusion Policy is freely accessible to all. It will be reviewed on a yearly basis.

Section 3 – Actions and Sign Off

Agreed Actions 21/22

We will continue our welcoming, friendly and respectful approach to all those we have contact with in the course of our work, whether volunteer, participant, supplier, partner or member of the public.

We will continue to reach out to, prioritise and consider the needs of underrepresented groups in all our work, in particular women and girls, older people (over 55), the elder community (over 80), people with low wellbeing, health conditions and disabilities. This includes continuing our targeted communications plan and our targeted initiatives such as Cake Confidence/ Cycling to Health and Cycling Without Age Rides.

We will continue to make all our communications, activities, services and resources as accessible as possible to people of all ages, abilities and life situations, with particular consideration of the needs stated by our priority groups. Examples are that we offer sociable buddy support and child-carrying equipment; we offer comprehensive, tailored support into cycling through Cake Confidence; we offer assisted Cycling Without Age Rides in a rickshaw; and we offer website, online and other printed information in alternative formats. We also provide clear accessibility information in any promotion of our activities and online information. In 2021/22, we will look to improve the accessibility of our services by:

- Seeking feedback from participants in feedback surveys after activities in 2021/22
- Seeking feedback from the wider public in our open annual survey in autumn 2021.
- Incorporating this feedback into our work and programme development by March 2022.



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We have identified that we do not have good involvement from young people (aged 11 – 25). In 2021/22, we will look to increase the number of young people participating in our activities and volunteering by:

- Including young people as a targeted group in our communications and engagement plan
- Developing and forming new working relationships with youth organisations, such as secondary schools, youth clubs, Colleges and Universities
- Looking for work placement/ internship opportunities
- Developing new targeted initiatives for young people, including a This Girl Can initiative to attract young women into volunteering, and developing Take the Green Route! to reach out to and involve young people and create intergenerational opportunities.
- Incorporating any learning into our work and programme development by March 2022.

Signed: Sheridan Piggott (Programme Manager)

Dated: April 2021

Date of next review: April 2022