



York Bike Belles CIC

Equality, Diversity and Inclusion Policy

January 2023

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 60), the elder community (over 80), people with mental and physical health challenges and disabilities, young people (aged 16 – 25), BAMER (Black Asian Minority Ethnic and Refugee) people and people on lower incomes. These groups are also more likely to be disadvantaged, marginalised, isolated and have 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 prioritises work with these groups and does our best to meet their needs and address 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. Tackling inequalities to ensure inclusion is one of our core objectives in our Strategy 2023 – 2028. More information at <https://yorkbikebelles.community/resources/york-bike-belles-cic-strategy-2023-2028/>.

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 support needs, including with 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.

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 2023

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 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 comprehensive, tailored 1:1 support into cycling through Cake Confidence; we offer assisted Cycling Without Age Rides in Triobike Taxis; 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 2023, we will continue to improve the overall accessibility of our services by:

- Seeking feedback from participants in feedback surveys after activities in 2023
- Seeking feedback from the wider public in our open annual survey in autumn 2023.
- Seeking feedback from referral and delivery partners after activities in 2023

We will continue to prioritise, consider the needs, and address the barriers of underrepresented groups in all our work, in particular younger people (16 – 25), elder people (over 80), people with mental and physical health challenges and disabilities, refugees and people on lower incomes. This includes continuing our targeted initiatives such as Start Cycling with Cake Confidence and Cycling Without Age Rides, and incorporating this approach into our other activities.

In 2023, we will in particular continue to improve the accessibility of our services to these groups by:

- For younger people, we will continue to offer an annual internship opportunity. We will develop our partnerships with York Universities and Colleges to reach more younger people.
- For elder people, we will develop more partnerships with elder support organisations so we can offer more community Rides to elders living in the community.
- For people with mental or physical health challenges or disabilities, we will continue to encourage and enable referrals from Social Prescribing Teams. We will develop more partnerships with health and disability support organisations to better meet support needs.
- For refugees, we will continue to offer access to our activities to new arrivals. We will develop our partnerships with refugee support organisations to reach more refugees.
- For people on lower incomes, we will continue to offer our activities free of charge. We will develop more work and partnerships in lower income areas of the city to reach more people living there.

Finally, we will incorporate any learning into our work and programme development by January 2024.



Signed: Sheridan Piggott (Programme Manager)

A photograph of a handwritten signature in black ink on a light-colored surface. The signature is stylized and appears to read 'S. Piggott'.

Dated: January 2023

Date of next review: January 2024