

The Cardiac Exercise Club

Equality and Diversity Policy

1. Introduction

The Cardiac Exercise Club is committed to promoting equality, diversity, and inclusion in all aspects of its work. The Club recognises its responsibility to ensure that all individuals are treated fairly and with respect.

This policy is guided by the principles of the Equality Act 2010 and aims to ensure that no individual is subject to unlawful discrimination.

The Management Committee holds overall responsibility for this policy. All volunteers and committee members are responsible for implementing, observing, and promoting its principles on a day-to-day basis.

2. Definitions

Diversity refers to the presence of differences within a group, including race, ethnicity, gender, age, religion, sexual orientation, disability, neurodiversity, and life experiences.

Inclusion is the practice of creating an environment where all individuals feel respected, valued, and able to contribute fully.

Equality involves providing equal opportunities, while equity recognises that individuals may require different support to achieve fair outcomes.

3. Statement of Intent

The Cardiac Exercise Club recognises that individuals and groups may experience discrimination on the grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, religion, belief, marital status, or age.

The Club is committed to:

- Eliminating unlawful discrimination, harassment, and victimisation
- Promoting equality of opportunity
- Fostering good relations between all people

The Club operates a zero-tolerance approach to discrimination and will take active steps to address and prevent it.

4. Responsibilities

The Management Committee will:

- Ensure this policy is reviewed annually
- Monitor its effectiveness
- Address any issues arising

All volunteers and committee members will:

- Treat others with dignity and respect
 - Challenge inappropriate behaviour where safe to do so
 - Support inclusive practices
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5. Policy Areas

5.1 Service Provision

The Club will ensure that its services are accessible and inclusive by:

- Providing information in clear and accessible formats
- Using a minimum of 12pt font for printed materials
- Offering alternative formats (e.g. large print or digital) where possible

The Club recognises that it may not be able to meet all demands for its services. A clear and publicly available list of priorities will be maintained and reviewed regularly.

5.2 Recruitment and Volunteers

The Club will ensure that recruitment and selection of volunteers is fair, transparent, and non-discriminatory.

All volunteers will be treated equally and given appropriate support to carry out their roles.

5.3 Purchasing

The Club will seek to ensure that goods and services it uses are accessible and appropriate for all users.

The Club will not knowingly engage with organisations or suppliers that practise unlawful discrimination.

6. Complaints Procedure

The Club takes all complaints seriously. Information on how to make a complaint will be made readily available.

Complaints may be made in writing, by email, or verbally to a member of the Management Committee.

The process will include:

- Acknowledgement within 5 working days
- Investigation of the issue
- A response within 20 working days where possible

If a complainant is not satisfied with the outcome, they may request a review by the Management Committee.

7. Monitoring and Review

This policy will be monitored regularly to ensure its effectiveness.

A formal review will take place periodically, and any necessary updates will be made to reflect changes in legislation or best practice.
