

## **De La Salle Association**

### **Policy – Diversity and Inclusion**

#### **1. Aims and Purpose**

The De La Salle Association Club aims to build an inclusive culture that is intolerant of discrimination, bullying and harassment, one where customers, volunteers, contractors, and participants in all organised activity and projects feel included, supported and treated fairly.

The Club aims to promote a culture which actively values difference and recognises that people from different backgrounds and with different life experiences can bring added value to the way it delivers its objectives.

The policy is grounded in the Club's vision, which states:

“The De La Salle Association will sustain and strengthen its long-standing tradition of promoting friendship, inclusivity, creativity, and healthy recreation in its outstandingly beautiful, peaceful, and unique historic setting, and will work to protect and enrich its assets for the benefit of current and future members and visitors.”

#### **2. Diversity and Inclusion - Key Objectives**

The Club will focus on:

1. Meeting statutory requirements and building a culture that values diversity and inclusion;
2. Maintaining representation across all parts of the Club and relevant sections where performance is already satisfactory, and increasing representation in areas where there is room for improvement;
3. Creating an inclusive culture, one that values diversity and care in the way in which we treat one other and with those with whom we come into contact;
4. Ensuring that Diversity and Inclusion become a natural part of what the Club does;
5. As required, work with specialists and trainers in diversity and inclusion to improve standards and challenge practice

#### **3. Statutory Requirements**

The Club will meet its statutory responsibilities by ensuring that it is compliant with the Equality Act. The Equality Act legally protects people from discrimination in the workplace and in wider society. The Club does not tolerate direct or indirect discrimination, victimisation or harassment.

The Club will ensure that:

- its policies and procedures remain up to date, are compliant with the law and reflective of best practice;
- there are clear, well communicated procedures in place explaining how to raise concerns or complaints;
- equality duties specifically around protected characteristics and a wider commitment to equality and inclusion are given due weight in all policy development, activity, project, recruitment and strategic planning.

The Club will have due regard to the need to achieve the objectives set out in the Equality Act.

#### **4. Attracting Members and Appointing Officers of the Club**

Increasing representation from a diverse range of people is an indicator of how successfully the Club will be in creating an inclusive culture.

A key objective in terms of attracting members and recruiting officers and volunteers will be to be open and transparent, both about areas where it is doing well in and where it needs to improve. In trying to attract more Club and committee members, the Club will:

- recognise and be mindful of the risks of unconscious bias (i.e. unintentional people preferences) influencing decisions
- not limit focus on diversity and inclusion to protected characteristics but also be mindful of social inclusion issues;
- ensure that appointment to committee positions is fair, open and inclusive;

#### **5. Creating an Inclusive Culture**

Creating a culture of inclusion will be critical to improving and maintaining representation. The Club recognises that an inclusive and diverse culture will improve creativity and innovation and develop greater organisational adaptability and loyalty. The Club will develop greater inclusivity in its culture by:

- ensuring that diversity and inclusion is a key objective in its strategic planning;
- nurturing positive behaviours by being alert to micro inequities and micro affirmations which may have small but cumulative impacts on minorities within and outside the organisation and potentially create a culture of 'insiders' and 'outsiders';
- ensuring that all members and officers have an equal voice at meetings and generally in the Club's business;
- improving understanding of barriers faced by particular groups
- demonstrating an inclusive approach to diversity with regards to membership applications
- consistently demonstrating inclusive, nurturing culture at all levels;
- taking seriously and acting upon allegations of inappropriate language, situations or practices;
- committing to getting the basics right – appropriate reasonable adjustments being consistently put in place for colleagues in a timely manner, with sufficient resources set aside to do so, where that it is reasonable and affordable
- promoting a commitment to Diversity and Inclusion throughout the procurement or commissioning process and in relationships with suppliers.

## **6. Governance & Responsibility**

Fostering and maintaining Diversity and Inclusion is the responsibility of everyone who works for or represents the Club but Management Committee will both be ultimately accountable for, and hold others to account for the delivery of the aims that are outlined within this policy.

The policy applies to all conduct in the Club and any place where the Club is represented. The same provision applies to the use of digital technology and social media.

## **7. Review**

The policy will be reviewed annually or on the occasion of any change in legislation or official guidance.

**MAY 2023**