



Alconbury Recreation Field Charity (ARFC)

Equality, Diversity & Inclusion Policy

1. Introduction

1.1 The Equality Act 2010 consolidated and replaced previous anti-discrimination laws, such as the Race Relations Act 1976, the Sex Discrimination Act 1975, and the Disability Discrimination Act 1995. This Act simplified legal obligations and strengthened protections for individuals.

1.2 The Equality Act protects people from unfair treatment and promotes a fair and more equal society. It provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.

2. Protected Characteristics

2.1 The Equality Act 2010 identifies nine protected characteristics for individuals in employment and service use. Discrimination against a person based on any of these characteristics is unlawful.

The protected characteristics are:

- 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

These protections apply both to those working on behalf of the ARFC and those using its facilities and services.

3. ARFC's Commitment to Equality

3.1 ARFC aims to uphold high standards as both an employer and a provider of community services. We are fully committed to creating an inclusive environment that actively promotes equality, diversity and respect.

3.2 This policy applies to trustees, volunteers, hirers, ASSC members and staff while on ARFC premises, and all service users.

3.3 Failure to comply with this policy may result in sanctions, including withdrawal of access to ARFC facilities or removal from roles.

3.4 ARFC will

Embed this policy into operational practice through effective action planning, regular monitoring, training, and a commitment to tackle inequality.

Keep this policy under review and ensure it remains compliant with current legislation.

- Regularly review the policy. If the policy is found to be ineffective or exclusionary, prompt corrective action will be taken
- Tackle inequality and take corrective action where barriers are identified.

4. Policy Statements

ARFC will:

- Proactively promote equality, diversity, and inclusion (EDI) across all areas.
- Create a welcoming environment where individuals feel safe, respected, and valued.
- Embed equality within service delivery, training, recruitment, and decision-making.
- Make reasonable adjustments to meet the needs of disabled people.

- Seek to eliminate all forms of discrimination, harassment and victimisation.

5. Aims and Objectives

ARFC aims to:

- Encourage and celebrate diversity in all aspects of ARFC's work.
- Ensure fair and equal access to services, volunteering, and employment opportunities.
- Extend equal opportunity practices to areas not currently covered by legislation.
- Create an environment free from harassment, victimisation and discrimination.
- Ensure staff, volunteers, and trustees reflect the communities we serve.
- Challenge discrimination whenever and wherever it arises.
- Require all representatives of ARFC to uphold and actively promote this policy.
- Ensure all facilities and services are, wherever practicable, accessible to all.
- Ensure that all employment and advancement is based on merit and objective criteria.

6. Roles and Responsibilities

6.1 Equality is a shared responsibility. Everyone involved with the charity has a duty to support this policy in practice with specific responsibilities as follows:

The Board of Trustees holds overall accountability for EDI compliance and culture.

The Chair/Secretary is responsible for overseeing policy implementation maintaining appropriate records, and ensure fair handling of grievances

7. Responsibilities of Individuals

All ARFC trustees, volunteers, hirers, visitors, ASSC members and staff when on ARFC premises are expected to:

- Treat others with dignity and respect
- Support the ARFC in promoting equality, diversity, and inclusion.
- Refrain from any form of harassment, intimidation or abuse based on protected characteristics or other personal attributes.

- Report any concerns about discriminatory behaviour or inequality to the ARFC Board of Trustees.

8. Responsibilities of the trustees

The Board of Trustees:

- Lead by example in promoting EDI
- Ensure all policies and facility hire agreements reflect ARFC's EDI commitments.
- Raise awareness of this policy among all relevant stakeholders.
- Ensure this policy is regularly reviewed and updated as needed.
- Make reasonable adjustments to facilities and activities where practicable.
- Consider equality impacts when making decisions about facilities, events, or services.
- Address any breaches of this policy fairly and promptly

9. Responsibilities of the Chairperson

The Chairperson will:

- Support staff and volunteers in fulfilling their roles under this policy.
- Provide regular updates to the Board on equality and diversity matters.
- Oversee approval of equality-related procedures and initiatives.

10. Volunteers

10.1 Volunteers will be welcomed from all backgrounds and given fair access to opportunities.

10.2 Volunteer roles will be assigned based on skills, interests, and the needs of ARFC.

10.3 All volunteers will be expected to uphold ARFC's values of respect, fairness, and inclusion.

10.4 Where needed, trustees will provide information, guidance, or training to support volunteers in carrying out their role inclusively.

11. Hirers and Service Users

11.1 All groups and individuals hiring ARFC facilities are expected to comply with this policy.

11.2 Hire agreements will include a clause requiring adherence to ARFC's EDI principles.

11.3 Breaches of this policy by hirers, their participants, or guests may result in termination of hire or exclusion from future bookings.

12. Alconbury Sports and Social Club (ASSC) Training

12.1 While ASSC is a separate organisation with its own staff policies, ASSC members, staff, and guests must comply with ARFC's EDI policy when using ARFC premises.

12.2 Any concerns raised about ASSC members or staff will be addressed through liaison between ARFC trustees and the ASSC committee.

14. Complaints and concerns

14.1 Volunteers, hirers, visitors, or ASSC members/staff using ARFC premises who believe they have experienced discrimination or harassment on ARFC premises may raise their concern with the ARFC Secretary or Chair.

14.2 Complaints will be handled under ARFC's Complaints Policy.

14.3 Serious incidents may also be referred to external authorities if required (e.g., safeguarding, police, EHRC).

15. Sanctions

15.1 Trustees or volunteers breaching this policy may be removed from their role

15.2 Hirers or users of ARFC facilities who breach this policy may lose access rights or bookings.

15.3 ASSC-related issues will be escalated to the ASSC committee for resolution, with ARFC reserving the right to restrict access to its premises if necessary

16. Monitoring and Review

16.1 Trustees will review how ARFC facilities and services are accessed and used, with a view to identifying and removing barriers.

16.2 This policy will be reviewed annually, or sooner if legislation or circumstances require.

Signed on behalf of the Trustees:

Name: C. Bodley

Role: Chair

Date: 22nd October 2025

Date Approved: 22nd October 2025

Review Due: October 2026 Revision No 1

Signed (Chair): C. Bodley