



Inspiring and changing lives through our vibrant running and walking community

Runspire Nottingham Equal Opportunities Policy

1. Introduction Runspire Nottingham is committed to promoting equality of opportunity for all. We aim to create an inclusive and welcoming environment where everyone can participate fully, regardless of their background, characteristics, or circumstances. This policy outlines our commitment to equal opportunities and the steps we take to ensure fairness and inclusion across all aspects of our work.

2. Purpose The purpose of this policy is to:

- Ensure that no one is treated less favorably on the grounds of age, gender, gender identity, disability, race, ethnicity, religion or belief, sexual orientation, marital or civil partnership status, pregnancy or maternity, or any other characteristic protected by law.
- Promote an environment that values diversity and encourages participation from all members of the community.
- Provide guidance to staff, volunteers, and participants on their responsibilities to uphold this policy.

3. Scope This policy applies to:

- All employees, contractors, and volunteers working with Runspire Nottingham.
- Participants in our sessions and programs.
- Partners, sponsors, and stakeholders engaged in our activities.

4. Our Commitment Runspire Nottingham will:

- Ensure our services, programs, and sessions are accessible and inclusive.
- Actively promote diversity and inclusion in all activities.
- Provide training and support to staff and volunteers to uphold this policy.
- Monitor and evaluate our practices to identify and address barriers to participation.
- Respond promptly and effectively to any complaints of discrimination, harassment, or unfair treatment.

5. Responsibilities

- **Management:**
 - Ensure this policy is implemented effectively.
 - Review and update the policy as needed.
 - Provide resources and training to support equal opportunities.
- **Staff and Volunteers:**
 - Treat everyone with respect and dignity.
 - Promote a culture of inclusion and challenge discriminatory behaviour.



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Staff and Volunteers Continued:

- Report any concerns or breaches of this policy to management.

- **Participants:**
 - Respect the rights and dignity of others.
 - Refrain from any behaviour that could be discriminatory, harassing, or offensive.

6. Implementation Runspire Nottingham will:

- Use inclusive language and imagery in promotional materials.
- Make reasonable adjustments to accommodate the needs of individuals with disabilities or other barriers to participation.
- Foster partnerships with diverse groups to expand access and representation.
- Regularly consult with participants and stakeholders to ensure our programs meet their needs.

7. Reporting and Accountability Any concerns or complaints regarding breaches of this policy should be reported to the management team via email or in writing. All complaints will be treated confidentially and investigated promptly in line with our complaint's procedure.

8. Monitoring and Review Runspire Nottingham will:

- Monitor participation and feedback to ensure diverse representation.
- Review this policy annually or as needed to reflect legal and organisational changes.

9. Policy Approval This policy was approved by the management of Runspire Nottingham on 18th December 2024.

Contact Information For questions or concerns related to this policy, please contact: Email: paul@runspirenotts.com. Phone: 0115 9648255
