

National Council for Metal Detecting: Equality Policy

1. Policy Objectives

1.1. The National Council For Metal Detecting (NCMD) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no applicants, office holders, volunteers, participants or members (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the "Protected Characteristics").

2. Purpose of the Policy

2.1. The NCMD recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in hobby related activities in the past. In some instances this may have been as a result of unlawful discrimination.

2.2. This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in hobby related activities.

3. Legal Requirements

3.1. The NCMD is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to The NCMD.

3.2. The NCMD will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

4. Discrimination, harassment, bullying and victimisation

The NCMD recognises the following as being unacceptable:

4.1. Unlawful discrimination which can take the following forms:

4.1.1. Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.

4.1.2. Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

4.2. Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. The NCMD is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

4.3. Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

4.4. Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

4.5. The NCMD regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

10. Complaints Procedures

10.1. To safeguard individual rights under this Equality Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the NCMD Executive, or by contacting the General Secretary.

10.2. Appropriate disciplinary action will be taken against any NCMD Stakeholder who violates this Equality Policy under the employee disciplinary procedure or any NCMD disciplinary procedure.

10.3. An individual raising an employee grievance will not be penalised for doing so unless it is untrue and not made in good faith.

10.4. As with all grievance and disciplinary procedures, the final point of appeal relating to this policy is the NCMD Executive committee.