

# THE NATIONWIDE CYCLING ACADEMY

## EQUAL OPPORTUNITIES STATEMENT

2021/22

The Nationwide Cycling Academy is committed to equal opportunities in its employment and development of staff, as well as in its services to clients including employers and trainees.

This statement aims to ensure that no applicant for employment, training scheme or existing employee or trainee or client shall receive less favourable treatment than any other on the grounds of sex, race, colour, nationality, ethnic origin, religion, age, marital status, sexuality, political belief, disability or irrelevant offending background.

Furthermore, no job applicant, employee, trainee or client will be disadvantaged by conditions or requirements which cannot be shown to be justified.

This statement will be communicated to all staff, and will be referred to in all relevant documents such as advertisements and recruitment literature.

In addition, NCA will ensure that all applicants for all posts and training schemes are made aware of this statement.

It will also be made available to the community to suppliers of goods and services for NCA and to all the staff they employ.

To ensure the continued relevance and effectiveness of this statement, both the content and implementation will be reviewed annually.

### Our Commitment

NCA is committed to achieving its equality vision of

NCA being an equal society that recognises values and embraces all people, regardless of any differences. In respect of employment, this means that we are striving to have a workforce which is representative of our diverse community where everyone is treated with dignity and respect. We want to ensure that everyone has equality of opportunity in employment, so that all employees are able to give of their best and do not suffer discrimination of any kind. To reach this end we have made the following equality commitments:-

We will recognise and value the differences, skills, abilities and experiences that people bring into the workplace. We are committed to the workplace being free of harassment, bullying and discrimination and where people are treated with respect and allowed to develop their full potential.

We are committed to having a workforce which is reflective of the local population.

We will provide all staff with the training and development they need to enable us to achieve our equality objectives.

We will monitor and act upon adverse trends or inequalities in employment.

We will ensure that equal pay is fully implemented.

We will have high satisfaction levels across all staff groups.

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This policy is intended to help the NCA put these commitments into practice, and also ensure that we comply with relevant employment, equality and human rights legislation. Breaches of this Equality Policy will be regarded as misconduct and could lead to disciplinary proceedings.

### **Who is covered by this policy?**

This Policy applies to all NCA employees and freelance staff

By employees this policy includes in various parts people who are:-  
employed by the NCA or working for the NCA, but not under a contract of employment

### **Which equality characteristics are covered?**

Under the Equality Act 2010 the following equality characteristics are regarded “protected characteristics”, race, disability, sex (gender), gender reassignment, age, religion or belief, sexual orientation, marriage and civil partnership, pregnancy and maternity. The NCA does however go beyond what is prescribed by law, and also recognises the equality characteristic of ‘caring responsibilities’.

### **Which employment practices are covered?**

This policy covers all aspects of employment, including recruitment and selection, terms and conditions of work, pay and benefits, the availability of facilities eg. multi faith rooms, dress codes, training and development, grievance and disciplinary issues, and the treatment of employees when their contract ends.

### **Prohibited Conduct**

Everyone has the right to be treated fairly, and with dignity and respect in the workplace. The NCA will not tolerate any form of prohibited conduct relating to employment on the grounds of a person’s equality characteristic (ie. race, disability, gender, gender identity, age, sexual orientation, religion or belief, pregnancy or maternity, marriage or civil partnership, or caring responsibilities).

This includes:-

direct discrimination, combined discrimination, discrimination arising from a disability, indirect discrimination, failing to make reasonable adjustments for disabled people, harassment, victimisation

Any complaints will be investigated under existing policies and procedures and may lead to disciplinary action being taken.

## Definitions

There can only be any justification for direct discrimination in certain circumstances and when the equality characteristic is age. A person's motive or intention is generally irrelevant, and discrimination can be conscious or unconscious.

A person is treated "less favourably" if they are put at a disadvantage compared with others – even if no adverse consequences are suffered.

Direct Discrimination occurs when a person treats or would treat another person less favourably than others and the treatment is because of an equality characteristic.

The treatment must be less favourable than the way another person without the same equality characteristic would be treated. It is therefore necessary to identify a comparator – even if it is a hypothetical comparator.

The need for a comparator does not however apply to cases of racial segregation or pregnancy or maternity. For discrimination because of pregnancy or maternity, this is because the test is unfavourable rather than less favourable treatment.

"Because of an equality characteristic" means that the equality characteristic is an effective cause of the less favourable treatment – but it need not be the only or the main cause.

The person experiencing the less favourable treatment "because of an equality characteristic" may, but does not necessarily have to, possess that characteristic.

Rightly or wrongly that person may either:- be perceived (discrimination by perception) to have it, or be associated with someone who has – or is believed to have – the characteristic (discrimination by association).

Direct discrimination on the grounds of marriage or civil partnership only covers less favourable treatment because a person is married or a civil partner. Single people, or people in relationships outside of marriage or civil partnership (even if they are co-habiting) are not protected on this ground. Direct discrimination can be lawful in certain circumstances, such as:- treating a disabled person more favourably than a non-disabled person treating a person less favourably because of their age – providing the less favourable treatment is a proportionate means of achieving a legitimate aim.

("A legitimate aim" could include employment policy, labour market and vocational training objectives or health and safety – but it is unlikely to include reducing costs or improving competitiveness.) where there are genuine Occupational Requirements that a post holder is of a particular sex, race, disability, age, sexual orientation or religion or belief. Again this would need to be a proportionate means of achieving a legitimate aim.

Combined Discrimination is occurs when because of a combination of two relevant equality characteristics a person is treated less favourably than others are or would be treated.