

# Equality Statement

## INTRODUCTION

BWA Shropshire's aim is to promote lifelong learning through the art of woodcarving and in doing so champion learning, excellence, aspiration, diversity and equality of opportunity. The Club values the diversity of its members and takes every measure to remove barriers (existing and potential) that may prevent an enjoyable time of personal development and lifelong learning.

## SCOPE

This Equality Statement applies to all Club members and visitors to the Club. The Club will also promote the principles of this Statement in its dealings with its external organisations/bodies (e.g. when undertaking talks, presenting at shows or attending training sessions/workshops at other woodcarving clubs/schools).

The Club will not tolerate any form of discrimination, bullying or harassment including racism, sexism, discrimination on the grounds of sexual orientation, religious belief, disability, or age.

## RESPONSIBILITIES

The Club Chairman, committee and Club membership share the responsibility to create an environment that is free from discrimination, which promotes equality of opportunity and values diversity.

All Club members must comply with this Statement and treat others with respect at all times.

Where Club members encounter discriminatory practice or behaviour, they are expected to actively discourage it and/or to report the matter to the Club Chairman (or committee member in his/her absence).

## COMMITMENT TO CLUB MEMBERS AND VISITORS

The Club undertakes to:

- Provide an ethos and environment that is welcoming.
- Promote a learning culture that is sensitive and respectful of the diversity of the Club's membership and visitors.
- Promote styles of teaching and learning that support members' individual needs.

- Provide appropriate support to assist all members to achieve their potential.
- Work towards the achievement of a Club membership that is representative of the diversity of the communities from which the Club recruits.

## LEGAL CONTEXT

The Club welcomes and abides by all statutory provisions that give protection from discrimination and harassment to all members and visitors.

## REVIEW

This Statement will be reviewed every two years, with observations/recommendations presented to the Club's Annual General Meeting (next review – 2016).