

Great Massingham Area Community Car Scheme

Equality, Diversity & Inclusivity Policy

It is the policy of the Great Massingham Area Community Car Scheme (hereafter called 'The Scheme') to treat all volunteers, passengers, office co-ordinators and job applicants fairly and equally regardless of their gender, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership status.

Furthermore, The Scheme will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds. The policy applies to selection of passengers for trips, recruitment and selection of volunteers and office co-ordinators and to all terms and conditions of engagement, including pay and conditions of service.

The Scheme will review its procedures and selection criteria at least annually to ensure that individuals are recruited and otherwise treated according to their relevant individual abilities and merits. The Scheme is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with the Chairman of The Scheme's Management Committee. However, all Managing Committee members, co-ordinators and drivers are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equality of opportunity.

Any act of discrimination by drivers, co-ordinators or committee members or any failure to comply with the terms of the policy will result in appropriate action being taken.

Great Massingham Area Community Car Scheme
November 2019

David Butterworth & Neil Steed – Co-Chairmen