



British Driving Society
MEMO

THE BRITISH DRIVING SOCIETY LTD

EQUALITIES POLICY

Overview

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

Exceptions - Exceptions Order

Exceptions under the Order are (exceptions which apply to the activities of the BDS are underlined):

- age-based concessions
- age-related holidays
- age verification
- clubs and associations concessions
- financial services
- immigration
- residential park homes
- sport

These specific exceptions are in addition to:

- general exceptions already allowed by the Act (which include legal exceptions based on minimum age – ie: minimum age permitted to drive a motor vehicle (WATOs Driver's Test); requirement to have reached 18th birthday/legal adulthood; legal requirements re safety measures for children and vulnerable persons.
- positive action measures
- 'objective justification'

Policy Statement

The British Driving Society Ltd (BDS) is committed to equality in both employment and service provision. The BDS recognises the diverse nature of the organisation and endeavours to ensure that employees, potential employees, contractors, partners, clients and customers are treated with dignity and respect. The BDS opposes all forms of discrimination and undertakes not to discriminate unfairly on the grounds of sex, marital status, gender, race, colour, nationality, ethnic origin, disability, age, sexual orientation or religion or belief, responsibility for dependents, social or economic status or criminal record. Reasonable measures will be implemented to take into account the diverse nature of individuals, and ensure that they are treated fairly and that decisions on employment and participation are based on objective criteria.

Scope

This policy statement confirms the Society's commitment to ensuring equality of access and opportunity, and will apply to all employees, officials, Members of the BDS, service users and



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providers. This will include the Society's customers, contractors, employees and all others who are involved in the business of the BDS.

Access to services

We value the diversity of our Membership and service-users, and want our services to be accessible to all. In doing so, we will strive to ensure fair and equal treatment by seeking to ensure that the principles of fairness and equality of opportunity underpin all our policies, procedures and practices.

Employment

The BDS is committed to ensuring that:-

- there is equal access to employment within the BDS
- selection for employment and for membership of BDS committees, sub-committees, investigative and disciplinary panels, etc, is based on proven skills, competence, availability, and, where appropriate, impartiality.
- all employees, officials, volunteers, etc, have equal opportunities for training in areas appropriate to their roles and responsibilities
- all employees, officials, volunteers, members, customers, clients, candidates, etc, of the BDS are treated with fairness, dignity and respect
- all contractors and consultants are treated with fairness and dignity, and within the terms and conditions of their contracts with the BDS
- employees and officials are trained in diversity and equality awareness
- employees, officials, volunteers, etc, whose actions contribute to a breach of any part of this policy are subject to the BDS' disciplinary procedure
- policies and procedures comply with the law and spirit of this policy
- we maintain an environment within the Society which is free of discrimination, unfairness, harassment and bullying

Service Provision

The BDS is committed to ensuring that:

- all of the services we are responsible for are made available to all members, prospective members, officials, volunteers, customers, clients, contractors, consultants, and outside organisations with due regard to the principles of equality and fairness
- all members, candidates for assessment, customers and clients are treated with fairness, dignity and respect
- we regularly monitor the quality and performance of our services and communications, and take appropriate action where any shortcomings are identified or complaints received.
- all contractors and consultants directly supplying us with goods or services or executing works for, or on our behalf, comply with the equal opportunities legislation, insofar as it is reasonable for us to do so.

Policy



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Our commitment

We will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, service development, consultation and decision making.

Responsibility for the policy

Overall responsibility for the policy lies with members and its implementation rests collectively with the BDS Council

Chairmen of Committees, Area Commissioners and other appointed or elected Officials (whether such appointment is permanent or temporary) are responsible for the implementation of the policy in their own service areas.

Responsibility for each of the following lies with the designated area of the Society:

- employment issues within the scope of the policy – responsibility of Finance & Administration Committee
- Specialist advice – responsibility of, as appropriate : Finance & Administration Committee; Judges Committee; Chairman of Area Commissioners'; Publicity Committee; Show Committee; Chairman of BDS Awards Board; Chairman of Training Committee; Data Protection Officer; BDS Safety Panel; Branch Chairmen of BDS Northern Ireland, Scotland and Wales; Disciplinary Inquiry; Disciplinary Hearing Panel

Employees, officials, volunteers, contractors and consultants have the responsibility both morally and legally not to discriminate against individuals or groups in the course of their duties and in provision of services or advice.

Communication of the policy

The policy will be placed on the internet, and is available in printed form on request to: The BDS Office, Endersley, Church Road, Wingfield, Eye, Suffolk, IP21 5QZ. Tel: 01379 384 612 e-mail: email@britishdrivingsociety.co.uk

Complaints/Customer Feedback

If you have any complaints or comments about the British Driving Society's services you can inform us by writing or e-mailing to

The BDS Office,
Endersley,
Church Road,
Wingfield,
Eye, Suffolk, IP21 5QZ.
Tel: 01379 384 612
e-mail: email@britishdrivingsociety.co.uk

Equalities Act 2010: legislation

[Equality Act 2010](http://legislation.gov.uk) - full text can be found on the legislation.gov.uk website



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Explanatory notes - full text can be found on the legislation.gov.uk website

Equality Act provisions which came into force in April 2011: - further information can be found on the legislation.gov.uk website

- positive action - recruitment and promotion
- public sector Equality Duty (see section below)

Scotland, Wales and Northern Ireland

WALES : The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011: _information available from gov.wales/topics/people-and-communities/equality-diversity

SCOTLAND : information available from : www.gov.scot/Topics/People/Equality

NORTHERN IRELAND: Information available from the Northern Ireland Equalities Commission - www.equalityni.org/Home