



BRITISH MOTORSPORTS MARSHALS' CLUB LTD.

Equality Diversity and Inclusion Policy

This policy applies to everyone involved in any way with the British Motorsports Marshals Club (BMMC), irrespective of role or capacity. The policy is effective from the Date of Issue shown at the bottom of this page.

Statement of Intent

BMMC recognises its responsibility under Equality Diversity and Inclusion legislation and believe discrimination of any kind is unacceptable. We value everyone's contribution, and we aim to utilize everyone's skills.

We promise not to treat anyone unfairly because of their age, disability, gender, marriage status, pregnancy status, race, religion or belief, sex or sexual orientation (protected by the Equality Act 2010). BMMC only collects age and gender data on its membership.

We want our roles to be filled by people from all walks of life and for everyone to feel respected and able to do their best. Everyone will be treated fairly and with respect regardless of their role within the club.

When considering individuals for roles we will only consider aptitude and ability.

Policy Aims

To ensure effective implementation of this policy we will:

- Appreciate individual differences and value diversity.
- Ensure everyone has a right to volunteer in an environment that promotes dignity and respect without fear of intimidation or harassment.
- Ensure all members have access to training, development, and progression opportunities.

BMMC will review this policy every two years, as well as following a major regulatory change.

This policy will be communicated to all our members and organisations working on our behalf, on our external website, and made available to third parties.

Leadership Responsibilities

The Policy Owner, shown at the bottom of this page, is responsible for implementing this policy on behalf of the BMMC Directors who will monitor its effectiveness.

Role Holders' Responsibilities

Committee members (role holders) should:

- Avoid discriminating in their daily activities or encouraging others to do so.
- Not harass, victimise, or intimidate anyone based on their protected characteristics, or because they are perceived to have those characteristics.
- Not discriminate against or harass anyone because they are associated with someone who has a protected characteristic.

If a role holder becomes aware of any discriminatory practice, they should inform their Regional Chair or Regional Secretary.

If a BMMC member or role holder experiences harassment related to a protected characteristic by third parties (e.g. drivers, event staff, members of other clubs or the public) while carrying out BMMC related activities, this should be reported to the event Senior Official or Regional Chairman immediately. BMMC will not tolerate such actions and will take steps to prevent future occurrences.

BMMC Policy Owner: Alex Hodgkinson	Policy Ref: BMMC/003
Date of Issue: 1 st July 2024	Date of Next Review: 1 st June 2026

Complaints and Disciplinary Measures

The Procedures identified in the BMMC Club Rules and Articles of Association specify how members can file complaints about discrimination or victimisation. Members can also use Motorsport UK's "Race with Respect" code.