



Road Race Alliance Ireland Equality and Diversity Policy 2024

The Road Race Alliance Ireland and its Membership is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce, volunteers and service users. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all clubs, club members, delegates, officials, participants, employees, volunteers and job applicants are given equal opportunity and that our committee and Sport is representative of all sections of society. Each club, official, club member, participant, delegate, and volunteer will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination in the workplace, in a social or competitive venue.

We are opposed to all forms of unlawful and unfair discrimination. All employees, club members, officials, stewards, clubs, competitors, participants, stakeholders and volunteers, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. We as a Committee and group need or require to select candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability.

All clubs, club members, stewards, officials, volunteers or employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised, and we will maximise the efficiency of our whole workforce, membership and associated personnel.

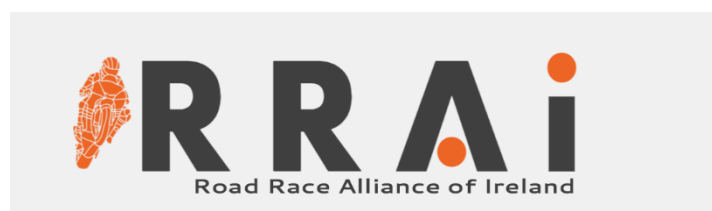
THE ROAD RACE ALLIANCE AND EXECUTIVE PANEL

COMMITTEES/CLUBS/GOVERNING COMMITS:

- To create an environment in which individual differences and the contributions of all team members, participants, clubs, club members, officials, stakeholders and competitors are recognised and valued.
- To create a working and social environment that promotes dignity and respect for everyone.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all members.
- To promote equality in the workplace, which the RRAI believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we as a group can apply corrective measures.
- To encourage all our members, Committees, and Clubs to treat everyone with dignity and respect.
- To regularly review all our working practices and procedures so that fairness is always maintained.

The RRAI, associated Clubs and officials will inform all members, and stakeholders and/or employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

The RRAI's equality and diversity policy is fully supported by all associated Clubs and delegates and has been agreed with all memberships, and stakeholders. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace, at our social events, at motorcycling competition events, and at both formal and informal meetings.





The 9 Protected Characteristics are:

1. Age
2. Disability
3. Sex
4. Sexual orientation
5. Race
6. Religion or belief
7. Gender reassignment
8. Marriage or civil partnership
9. Pregnancy and maternity

