

CycloX Equality and Diversity Policy

Our charitable objects are:

To promote cycling for the public benefit in and around Oxford as a means of furthering the following purposes

- (i) The advancement of education
- (ii) The promotion of public health
- (iii) The promotion of public safety particularly on the highways
- (iv) The advancement of environment protection and the prevention and mitigation of climate change

by whatever means the trustees think fit, including advocating and campaigning on all matters relating to cycling and other forms of transport, and *encouraging and enabling members of the public, irrespective of their age, ability, gender, race, or social or economic circumstances*, to cycle, through the provision of cycling facilities, services, training, educational activities and public meeting.

In pursuing these objects, CycloX is therefore committed to encouraging equality and diversity, and eliminating unlawful discrimination and we aim to be representative of those sections of society that we serve.

This policy commits CycloX in its promotion of cycling for the public benefit to:

- equality, fairness and respect for all associated with CycloX
- treating all people equally and with respect irrespective of their age, ability, gender, race, religion, or social or economic circumstances
- opposing and avoiding all forms of unlawful discrimination.

Our action plan in pursuit of the above will include:

- training and development opportunities for, and progress reports to our board, our coordinator and our champions and volunteers
- seeking to increase the diversity of our trustees and members through our recruitment processes to better represent the diversity of our community
- regular reporting on equality and diversity of our board, and in meeting the aims and commitments set out in this policy
- seeking to portray inclusiveness and diversity in our public image
- nominating a trustee who will champion issues of diversity for the CycloX Board, and for the beneficiaries of CycloX

- setting specific targets for each of the above to be reviewed at least every 12 months

We will produce an annual report which will include a report on our equality and diversity policy and the above actions, and any further actions required to address any issues.

CycloX board of trustees April 2023

Document control	
File name / Version	CycloX equality and diversity policy
Trustee responsible	
Approved by	Trustees
Date amended	Sept 2022
Date of approval by the Board	April 2023
Date of next review	September 2025
Provenance	Adapted from ACAS template