

## 2.5 Hawick Common Riding Committee SCIO Diversity Statement

Hawick Common Riding Committee SCIO purposes are to uphold and continue the Heritage, Customs and Traditions of the Common Riding for the benefit of the people of Hawick, and to annually accept responsibility to ensure the proper conduct of the ceremonies.

Our aim is to –

- Provide well organised events
- Encompass the whole of the community
- Give the local community a wonderful weekend celebrating Hawick's heritage
- Provide a safe environment for all those participating.

Hawick Common Riding is open to all, our events will stipulate open to everyone. (Age restrictions will apply to some events due to licensing laws) Hawick Common Riding Committee SCIO will openly encourage people to help with Hawick Common Riding Events.

### Inclusivity Values

- Hawick Common Riding Committee SCIO respects the rights, dignity and worth of every person and will treat everyone equally within the context of our activities regardless of age, disability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- We are committed to everyone having the right to enjoy Hawick Common-Riding and associated activities in an environment free from threat of intimidation, harassment and abuse.
- All participants have a responsibility to oppose discriminatory behaviours and promote equality of opportunity.

### Equal Opportunities Statement

Our policy is to ensure that no volunteer, member, or participant receives less favourable treatment on the grounds of ethnicity, religion/faith, age, gender/gender identity, marital status, sexual orientation or disability, or is disadvantaged by conditions or requirements which cannot be shown as justifiable. Selection criteria and procedures are regularly reviewed to make sure that individuals are selected and treated on the basis of their relevant merits and abilities.

The committee is committed to a programme of action to make this policy effective.

### Diversity Statement

We recognise that prejudice and discrimination continue to result in unfair treatment for many people, and are committed to addressing this by:

- **Ensuring the effectiveness of our action to make this policy effective**
- **Being clear and open about our values and promoting them**
- **Listening, learning and taking action to bring about change.**