

WLMAC Inclusivity Policy

Our Commitment

WLMAC values a diverse membership and the contribution each individual makes. We are committed to promoting inclusivity, equality and diversity in model flying, our policies and procedures.

We also recognise the need to identify where and why inequality exists and how we can play our part in addressing it. Increasing diversity demonstrates that we are a Society capable of developing to meet the requirements of a changing world.

The Policy

This policy applies to all its dealings with its members as well as other engaged by or who work with the Society

WLMAC believes in treating everyone equally and with the same attention, courtesy and respect regardless of sex, gender reassignment, marital status/civil partnership, pregnancy and maternity, race (including ethnic origin, colour, nationality and national origin), disability, sexual orientation, religion and or belief and age.

WLMAC is committed to complying with all applicable anti-discrimination legislation and associated Codes of Practise, including the Equality Act 2010 and in developing and implementing our anti-discrimination policy.

Appropriate Behaviour

It is expected that every member, employee or person associated with WLMAC will conduct themselves in an appropriate manner, which can be characterised by:

- treating others with dignity and respect
- having an awareness of the effects one's behaviour may have on others
- communicating openly and honestly
- helping each other to achieve objectives.

Every member of WLMAC is expected to set an appropriate standard of behaviour and to lead by example, ensuring that others adhere to the Society's policy and promote our aims and objectives in relation to equal opportunity, diversity and inclusion.

Promoting and Communicating Equality and Diversity

This policy is published on the Clubs website. All those who act on WLMAC's behalf will be informed of this policy and will be expected to comply with it.

In all its dealings with others, WLMAC will seek to promote the principles of diversity, inclusion and equality.

WLMAC will make every effort to reflect its commitment to diversity, inclusion and equality in its marketing and communication activities where appropriate.

WLMAC will investigate any complaints of unlawful discrimination made by members, employees or other third parties in relation to WLMAC and take action where appropriate. All complaints will be investigated in accordance with the WLMAC grievance or complaints procedure and the complainant will be informed of the outcome.