

Equal Opportunities Policy

Statement of Intent

We aim to make Orwell Panthers AC a place of which all its members and the community it serves can be proud and a place where everyone is valued, and where:-

Every member of the club community has the right to feel comfortable, safe, secure, equally valued and respected.

Every member of the club community has the right to participate in club activities, free from prejudice, stereotyping, harassment/bullying and negative discrimination.

Every member of the club community has the right to object to and/or reject language or behaviour, which is offensive and/or intimidating.

Every member of the club community has the responsibility to treat others with respect.

Every member of the club community has the responsibility to report any incidents of disrespect within the club community.

Purpose of the policy

The UK is now a diverse and multicultural community exhibiting a wide variety of languages, beliefs, religion, political and social ideals..

Orwell Panthers AC commits itself fully to equal opportunities for all and seeks to address and challenge all forms of prejudice, stereotyping, harassment/bullying and negative discrimination.

Equity

The Club is committed to ensuring that equity is incorporated across all aspects of its development and activities. In doing so it acknowledges and adopts the following definition of sports equity, (taken from Sport England's definition):

Equity is not about equal numbers, and it is not necessarily about treating everyone equally. It is concerned more with fairness, justice, inclusion and respect.

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them, including giving differential support to those who experience difficulties, helping to overcome them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

The Club respects the rights, dignity and worth of every person and will treat everyone fairly within the context of their sport

Legal Requirements

The Club is required by law not to discriminate against its **coaches, volunteers and those participating in any Club controlled activity as well as any potential future employees and contractors**. The Club recognises its legal obligations under and will abide by the requirements of, the following:

Equal Pay Act 1970

Rehabilitation of Offenders Act 1974

Sex Discrimination Acts 1975, 1986 & 1999

Race Relations Act 1976 and the Race Relations Amendment Act 2000

Children Act 1989

Disability Discrimination Act 1995

Human Rights Act 1998

Employment Equality (Sexual Orientation) Regulations 2003

Employment Equality (Religion and Belief) Regulations 2003

Gender Recognition Act 2004

Civil Partnership Act 2004

Employment Equality (Age) Regulations 2006

Racial and Religious Hatred Act 2006

Equality Act 2006

Any later amendments to the above Acts/regulations, or future Acts/regulations that is relevant to the Club.

Responsibility, implementation and communication

The following responsibilities will apply:

The Club's Management Committee is responsible for ensuring that this Equity and Equal Opportunities Policy exists, is kept up-to-date, and is followed, and for dealing with any actual or potential breaches.

The Club's Management Committee Chairperson has the overall responsibility for the implementation of the Equity and Equal Opportunities Policy.

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All employees, contractors, volunteers and participants have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality related tasks.

A copy of this document will be available to all coaches, volunteers and member clubs of Orwell Panther AC via the website www.orwellpanthers.co.uk

The Club will take measures to ensure that its employment practices are non-discriminatory.

No applicant (either for a remunerated or volunteer role), will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

A planned approach will be adopted to eliminate barriers which discriminate.

The Club will ensure that consultants and advisers used by the Club can demonstrate their commitment to the principles and practice of equality and that they abide by this policy.

This policy will be communicated in the following ways:

Reference will be made to it in any codes of conduct.

It will be covered in all staff and volunteer induction training

All new club members will be made aware of the policy's existence when they join and a summary of any revisions will be circulated to members and published on the website where appropriate.

Disciplinary and Grievance Procedures

To safeguard individual rights under the policy, an employee (staff or contractor), volunteer or participant in Club controlled activity, who believes they have suffered inequitable treatment within the scope of the policy, may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, volunteer or participant who violates the Club's Equity and Equal Opportunities Policy.

An individual may raise any grievance and they will not be penalised for doing so unless it is untrue and not made in good faith.

As with all grievance procedures, the final point of appeal relating to this policy is the Club's Management Committee.

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Signed by Chairperson.....

Dated.....