



## (2.1) Equity, Equality and Diversity Policy

Adopted 16/7/2019

Reviewed 16/7/2019

Next review 16/7/2020

Signed Committee Member : .....Date .....

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## MISSION STATEMENT

Highbury Korfball Club is committed to making Korfball accessible and open to everyone who wants to be involved in the game. We recognise the importance of and are committed to equity, diversity, equal opportunities, fair treatment and respect to all involved in our club.

We will achieve this by upholding the principles of equal opportunity in every aspect of the work we do. We support the development and implementation of practices that do not discriminate and this is written into our club rules. This policy underpins our legal obligations under the Equality Act 2010, Human Rights Act 1998, Race Relations Act 1976, Sex Discrimination Act 1975, the Disability Discrimination Act 1995, Age Discrimination Act 2006 and Rehabilitation of Offenders Act 1974 as well as any amendments to these acts and any new legislation.

The management committee at Highbury Korfball Club fully support this policy and are responsible for its implementation and periodic review. Everyone involved in sport has a personal responsibility to meet its requirements.

## SCOPE OF THE POLICY

Highbury Korfball Club recognises its responsibilities in respect of ensuring that its Policies and Procedures benefit not only its members but the local community and will ensure that it engages with local partners and organisations. The committee have the responsibility for its implementation and effectiveness but the success of the policy depends on the commitment of all members. The committee also have the responsibility in establishing equality indicators and will devise and implement positive action plans where appropriate. The purpose of this policy is to set out our commitment to and further the work with regards to equity, equality and diversity. It also outlines our targets, setting out the mechanisms for implementing, monitoring and co-ordinating progress towards the achievement of our policy objectives.

## POLICY OBJECTIVES

To raise the awareness of equality through sport.

To continually monitor the clubs activities and action plans.

To adapt a planned approach to eliminating barriers which discriminate against targeted groups.

To ensure no-one attending the club receives any less favourable treatment than anyone else.

To demonstrate good practice, working collaboratively with community partners.

To value diversity, commit to equality, provide dignity and respect and provide sport for all.

## POLICY STATEMENT

a, It is the aim of Highbury Korfball Club through relationships with its members, non-members, visitors, employees and associates that everyone will be treated fairly, with respect and on an

equal and non-discriminatory basis. We endeavour not to place any individual at a disadvantage by imposing conditions or requirements which cannot be justified.

b, Highbury Korfball Club acknowledge their responsibility for setting standards and values which will apply throughout their premises and at every level of activity.

c, We will ensure that all participants involved in Korfball or socially activity will be given equal opportunity irrespective of age, gender, marital status, sexual orientation, race, ethnic origin, religion or belief, ability or disability.

d, We are committed to eliminate discrimination by reason of age, gender, marital status, sexual orientation, race, ethnic origin, religion or belief, ability or disability.

e, We will ensure that all members of the community have access to and have opportunities to take part in, and enjoy, our programme of activities, competitions and events.

f, We will not tolerate harassment, bullying, abuse or victimisation of any individual, including sexual or racially based harassment or other discriminatory behaviour, whether verbal or physical and will work to ensure such behaviour is met with appropriate action in whatever context it occurs.

g, The committee at Highbury Korfball Club are committed to the immediate investigation of any complaints of discrimination on the above grounds once they are brought to our attention.

h, We will apply the principles of Equal opportunity to all other areas of our activity namely: recruitment, training and employment of staff, coaches, and officials (whether employed, self employed or volunteer).

The Club believes that equality of equal opportunity and diversity is vital to its success and an essential pre-requisite to the achievement of its goals, in the delivery of the best possible facility that is accessible, appropriate and responsive to meeting the diverse needs of individuals and the local community.

## COMPLAINTS PROCEDURE

In the event that any member, employee or visitor to the premises feels that he, she or it has suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the procedures below.

1. The complainant should report the matter in writing to the secretary or another member of the committee of Highbury Korfball Club The report should include:

- a) details of what occurred;
- b) details of when and where the occurrence took place;
- c) any witness details and copies of any witness statements;
- d) names of any others who have been treated in a similar way (provided that those

people consent to their names being disclosed);

e) details of any former complaints made about the incident, including the date and to whom such complaint was made; and

f) an indication as to the desired outcome.

2. If the person accused of discriminatory behaviour is a member, the committee will regard the incident as a disciplinary issue and will follow any disciplinary procedure set out for members or (if none exists) the statutory disciplinary procedure.

3 If the person accused of discriminatory behaviour is a non-member, the committee or representatives of the committee:

a) will request that both parties to the complaint submit written evidence regarding the incident.

b) may decide (at its discretion) to uphold or dismiss the complaint without holding a hearing;

c) may (at its discretion) hold a hearing (whether or not such a hearing is requested by either party) at which both parties will be entitled to attend and present their case;

d) will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy, (including the Equality Policy):

i) warn as to future conduct;

ii) suspend from membership;

iii) remove from membership;

iv) exclude a non-member from the facility, either temporarily or permanently; and

v) turn down a non-member's current and/or future membership applications.

e) will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one (1) calendar month of such decision being made.

f) Either party may appeal a decision of the committee to the Area Association (including a decision not to hold a hearing) by writing to the [County Secretary] within 3 months of the place to play's decision being notified to that party.

4. If the nature of the complaint is with regard to the management committee or other body or group in the place to play, the member/ visitor has the right to report the discrimination or harassment directly to the relevant Area Association.

### Terminologies and descriptors

Disability under the Equality act 2010 is defined as: 'a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.'

‘Substantial’ means more than minor or trivial. ‘Impairment’ covers, for example, long-term medical conditions such as asthma and diabetes, and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone disease. A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down’s syndrome). Some people, including those with cancer, multiple sclerosis and HIV/AIDS, are automatically protected as disabled people by the Act. People with severe disfigurement will be protected as disabled without needing to show that it has a substantial adverse effect on day-today activities.’

- Direct discrimination occurs when a person is treated less favourably than another person because of a protected characteristic. Direct discrimination also includes discrimination because a person is wrongly thought to have a particular protected characteristic or is treated as if they do
- Indirect discrimination occurs where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group; the rule is to their advantage and it cannot be justified on other grounds.
- Discrimination arising from disability occurs when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified. Treatment can be justified if it can be shown that it is intended to meet a legitimate objective in a fair, balanced and reasonable way. If this can be shown then the treatment will be lawful. This form of discrimination can occur only if the service provider knows or can reasonably be expected to know that the disabled person is disabled.
- Positive discrimination is illegal under UK anti-discrimination law and shouldn’t be confused with Positive Action. Positive discrimination generally means being favourable towards an individual or group for whatever reason outlined.”
- Harassment can be described as inappropriate actions, behaviour, comments or physical contact, which may cause offence i.e. mental or physical anxiety or hurt to an individual: - It may be related to gender, gender reassignment, race, disability, sexuality, age, religion, nationality or any personal characteristic of an individual. Under the terms of the Criminal Justice Act 1994, harassment was made a criminal offence, punishable by a fine of up to £5,000 and/or a prison sentence of up to six months
- Positive action is legal and describes measures targeted at a particular group that are underrepresented in a particular programme or aspect of a sport. These measures are intended to redress past discrimination or to offset the disadvantages arising from existing attitudes, behaviours and structures. Lawful positive action measures can include: - Targeting job training at people of particular racial groups, or either gender, which have been under-represented in certain occupations or grades during the previous 12 months, or encouraging them to apply for such work. - Providing facilities to meet any

specific educational, training or welfare needs identified for a specific racial group. -  
Special action being taken is the employment of a female coach to lead a session aimed at women, to specifically encourage uptake and participation by female players - .

· Victimisation occurs when a service provider treats someone badly because they have made or supported a complaint about discrimination or harassment, or because the service provider thinks that they are doing or may do these things. It will also be victimisation if a service provider treats someone badly because they support someone else who makes a discrimination claim. A person is not protected from victimisation if they have maliciously made or supported an untrue complaint.

· Prejudice is literally pre-judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.

· Stereotyping is grouping or labelling people because they are members of a particular 'visible' group, and assuming that they have particular traits that are considered to be characteristics of that group.

· Dignity is about respectful, responsible, fair and humane behaviour, something that is reflected in the constitution.

· Disadvantage is where, as a result of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly.

· Social exclusion is when people or areas suffer from one or a combination of linked problems such as unemployment, poor skills, low income, high crime environments or lack of facilities.