

Cheshire Wire Basketball Club

A member of the Junior National Basketball League



Equity Policy

December 2016

Sports Equity

Sports Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society. The following policy document sets out a number of steps that will be taken to ensure the principles of sports equity are adhered to throughout **Cheshire Wire Basketball Club**.

Equity Policy Statement

Cheshire Wire Basketball Club is fully committed to the principles of equality of opportunity and is responsible for ensuring that no player, coach, member or volunteer receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief, and will ensure that everyone who wishes has an equal opportunity to participate in the sport of basketball at all levels and in all roles, whether as a beginner, participant, performer or as a coach, manager, administrator or official.

Purpose

It is the aim of **Cheshire Wire Basketball Club** to ensure that all current and potential members are treated fairly and without discrimination or harassment whether intentional or unintentional, direct or indirect.

Legal Requirements

Cheshire Wire Basketball Club recognises its legal obligations under The Equality Act 2010 and any later amendments to that Act.

Discrimination, Harassment and Victimisation

Cheshire Wire Basketball Club regards discrimination, harassment or victimisation as serious misconduct and any member or volunteer who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Discrimination can take the following forms:

Direct Discrimination is treating someone less favourably than you would treat others in the same circumstances.

Indirect Discrimination This occurs when a requirement or condition is applied equally to all, which has disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the role.

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.

Victimisation can be described as when one person is treated less favourably than others because he or she has taken action against **Cheshire Wire Basketball Club** under one of the relevant Acts/regulations or provided information about discrimination, harassment or inappropriate behaviour.

Implementation

This policy document will be available to all club members and volunteers. All members and volunteers have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy. Cheshire Wire Basketball Club's Welfare Officer is the designated person within the club to oversee the implementation and monitoring of this policy.

Communication

Cheshire Wire Basketball Club will communicate this policy to all of its members and volunteers via its website and mobile phone application, Team App.

Monitoring and Evaluation

Cheshire Wire Basketball Club will monitor and evaluate the policy on a regular basis and will review the policy annually.

Complaints and Disciplinary

To safeguard an individual's rights under the policy a member or volunteer who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure. Appropriate disciplinary action will be taken against any member or volunteer who is deemed to have violated the club's equity policy.