



## Stamford and Rutland Junior Netball Club Equality Policy

SRJNC is fully committed to the principals of equality of opportunity and the elimination of unlawful and unfair discrimination. The policy aims to ensure that anyone participating or wishing to participate in netball is able to do so in a discrimination-free environment.

We adopt a zero-tolerance approach to any breaches of this policy and will investigate every complaint made.

The Equality Policy is based on the following fundamental principles, which England Netball aims to uphold:

- All individuals must respect the rights, dignity and worth of every human being and their right to self-determination.
- All members, connected participants, staff and job applicants are entitled to be fairly treated regardless of their age; disability, gender, marriage and civil partnership; pregnancy and maternity; race (including ethnic or national origins); religion or belief; sex or sexual orientation. Together, these are referred to as 'Protected Characteristics'.
- All who wish to participate in netball should be afforded equal opportunity of access to quality services.
- It is everyone's responsibility to ensure that discrimination is not tolerated within England Netball and report any incidents or concerns through the appropriate complaints or governance process.

### Purpose of the Policy

This Policy has been produced to ensure that no member or connected participant is unlawfully discriminated against or receives less than favourable treatment on the grounds of a Protected Characteristic under the guidance of the Equality Act 2010. This Policy has been produced to try to ensure that everyone is treated fairly and address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, towards certain sections of society.

SRJNC recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation or subsequent equality related legislation that may be relevant to England Netball. It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of protected characteristics. SRJNC will seek advice each time this policy is reviewed to ensure it continues to reflect the current legal framework and best practice.

SRJNC recognises that discrimination, harassment, bullying and victimisation in any form are unacceptable. SRJNC regards acts of discrimination, bullying, harassment or victimisation in respect of a protected characteristic as unacceptable behaviour and has a zero-tolerance approach to such behaviour.

SRJNC is committed to making reasonable adjustments wherever a protected characteristic demands. The club will consider all requests for adjustments from members and connected participants and where possible will accommodate reasonable requests. The club will work with disabled people to implement any adjustments that will enable them to participate fully in netball related activities.

All members and connected participants have responsibility to respect, follow and promote the spirit and intentions of the Equality Policy.

This equality policy will be reviewed every three years, unless any proposal to the board, or legislation change, requires an interim review or amendment. It will remain in force until it is amended, replaced or withdrawn.

SRJNC takes all breaches of the policy seriously and will investigate any complaint thoroughly. Any offended person, member, connected participant or employee, who believes he or she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure. No person will be victimised or penalised as a consequence of making any complaint, should this complaint be made in good faith. Any breach of this policy will lead to the instigation of the appropriate disciplinary process.



Signed Tina Sayers – Club Secretary

01/02/2019