

Ebbisham Sports Club

Diversity and inclusion (equality) policy

This policy supersedes the Ebbisham Sports Club Equalities Policy dated 29 July 2016.

Date of policy: June 2019

Review date: June 2022

This policy is based on similar policies of our sports governing bodies: Badminton England, England Squash and the Lawn Tennis Association and is in line with the legal requirements of the Equality Act of 2010.

As a club we recognise that many concerns and/or disclosures may have both safeguarding and diversity and inclusion elements to them. This policy reflects this through its reporting procedures, which replicate the safeguarding concern reporting procedures.

This policy should be read in conjunction with the club's Welfare Policy and Anti-bullying Policy and Codes of Conduct.

Ebbisham Sports Club is committed to ensuring that we provide a safe and caring environment, free from discrimination, for everyone in our community.

To achieve the Club's objective of creating an environment free from discrimination and welcoming to all, the Club will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that everyone is valued as an individual without racial or gender stereotyping.
- Not discriminate on the grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- Ensure that its services are available to all in the local community.
- Ensure that the Club's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements relating to diversity and inclusion.

We have adopted the following definitions to explain our approach to diversity and inclusion at the club

Discrimination – treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation

Diversity – acknowledging, celebrating and respecting the differences between groups of people and between individuals. We will work to ensure that people can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

Harassment – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating and intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or

offensive environment. The focus is on the perception of the complainant not the intent of the perpetrator. People can complain of behaviour they find offensive even if it is not directed at them.

Inclusion – ensuring that sport is equally accessible to any member of the community so they can be fully involved in whatever capacity they choose; and that they are supported to achieve their potential in any capacity e.g. player, employee, volunteer, coach or official. We will work to ensure that people have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, that they feel respected and valued and are not singled out, with regard to their age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

Positive action – Ebbisham Sports Club is committed to taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully. We will ensure that we institute, support or contribute to appropriate measures or initiatives that enable access to our sports and participation in associated activities by people from any group that is under-represented or has difficulty accessing it and that they can do so with dignity or without being singled out.

The club will challenge inappropriate attitudes and practices by engaging in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

The Club will not tolerate any form of racial harassment. The Club will challenge racist and discriminatory remarks, attitudes and behaviour from players, both adults and children at the Club, from coaches, from staff and from any others on Club premises (eg parents/carers collecting children).

Promoting equal opportunities

The Club will ensure that:

- Its coaches and welfare officers are monitored to check that they have received relevant and appropriate training. In addition, all staff will be issued with copies of this policy to promote awareness of equal opportunities.
- The diversity and inclusion policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Responsibility for implementation of the Diversity and Inclusion Policy

Diversity and inclusion are everyone's responsibility: not responding to discriminatory or unacceptable language and behaviour is not an option.

- The club's Management Committee and Chair have overall accountability for this Policy and Reporting Procedure, for being the strategic lead on diversity and inclusion and for ensuring compliance with the relevant legislation
- The club's chair {Colin Shermer} and Welfare Officers {Lesley Coles, Jane Hockey and Gillian Mead} have overall responsibility for implementation of the policy.

- The Chair and Welfare Officers of the club are responsible for updating this Policy and Reporting Procedure in line with legislative and organisational developments; and develop a strategic and proactive approach to diversity and inclusion and respond to discrimination concerns.
- The Club's Welfare Officers are responsible for supporting the club to identify where diversity and inclusion support is required; to implement safe and inclusive procedures; promote diversity and inclusion principles, including the Safeguarding and Reporting Procedure, to all the programmes, events and individuals including players, parents and carers.
- All staff, coaches, officials and volunteers involved in on our sports are responsible for raising diversity and inclusion concerns with the club's Welfare
- Players, parents and carers are responsible for upholding the Club's Code of Conduct and Reporting Procedure.

Reporting Procedure

Where there is a diversity and inclusion concern/disclosure, the individual who is told about, witnesses, hears, or is made aware of the concern/disclosure is responsible for following the club's reporting procedure.

Where there are concerns that diversity and inclusion good practice has not been followed, everyone (staff, coaches, volunteers, parents, carers and players) are encouraged to:

1. Complain directly to the person involved and seek resolution. In the first instance, this can often resolve many disputes or concerns.
2. Register their concern using the club's **Logging a Concern** form

If the concern relates to a child, the information will be passed to the appropriate Club Welfare Officer, or if not the Club Chairman, who will decide the appropriate course of action.

3. Or they may contact a Club Welfare Officer in confidence (email welfareofficer@ebbisham.com).
4. The Welfare Officer will take advice from her sport's governing body safeguarding team, the NSPCC or Social Care Children's Services, on how to proceed.
5. The Welfare Officer will write an objective account of her concerns immediately and send it to the relevant safeguarding team within 48 hours of the concern/disclosure.

NB: If someone is in immediate danger, call the police.

Handling a concern/disclosure can be emotionally difficult. If necessary, the Safeguarding Team is available to offer support.



Signed *[Handwritten Signature]*

Date *11 June 2019*

