



Yardley Defenders Basketball Club

Equality and Diversity Policy

Introduction

Yardley Defenders is committed to supporting the principle of equal opportunities, and opposes all forms of unlawful or unfair discrimination on the grounds of age, colour, race, nationality, ethnic origin, sex, marital status, disability, parental responsibilities, religion or sexual orientation.

Our aim is to appreciate and make full use of the talents and resources of all our players and volunteers, create an environment free from discrimination, victimisation and harassment in which all club members are treated with dignity and respect. We believe that understanding and embracing individual differences is essential to the club.

We are committed to promoting a supportive and inclusive culture for all our people. Our club members are individuals who have different needs and backgrounds and we recognise that by including people from a diverse range of backgrounds, we are stronger as a club.

All committee members, volunteers, players, parents and carers associated with the club are made aware of the requirements of this policy and will be obliged to cooperate to ensure that the policy is carried out effectively.

The policy is available on our website and is provided to the players and to the parents, guardians and carers of Junior Members on joining the team.

Scope

This policy applies to all club members and any volunteers associated with Yardley Defenders.

Protected Characteristics

We want to ensure that we maintain an environment and operational practices where no individual is treated less favourably on the grounds of any protected characteristics. This also includes anyone associated with a person who has a protected characteristic or who is perceived to have a protected characteristic even when they do not. The Equality



Act 2010 brings together the following strands of legislation into one act and lists them as protected characteristics

- please note that the following list is not exhaustive:

- Gender, sexual orientation or reassignment of gender
- Race, ethnic origin or national origin
- Marital status or civil partnership
- Age
- Religion or political views
- Disability
- Pregnancy and maternity
- Association with some of the above

Any person who is found not to comply with these legal obligations and discriminate, harass or victimise directly, indirectly, by association or perception on the basis of any protected characteristics will be subject to disciplinary action by the management committee, which may lead to that individual leaving the club.

Direct discrimination: Direct discrimination involves treating someone less favourably because of a protected characteristic than you would treat others in the same circumstances.

Discrimination by association: This occurs when a person is discriminated against because they associate, or are associated, with another person who possesses a protected characteristic.

Discrimination by perception: This is when direct discrimination occurs because others think they possess a protected characteristic.

Indirect discrimination: This occurs when a requirement is applied equally to all, but whether intentional or not has a disproportionate and detrimental effect on someone with a particular protected characteristic, when this cannot be objectively justified.

Harassment: Harassment can be described as inappropriate behaviour related to a protected characteristic that is objectionable or causes offence.

Harassment by a third party: The Equality Act 2010 specifies that employers are potentially liable for harassment of their staff by a third party on the basis of the protected characteristics.

This applies when the harassment has occurred on two or more occasions and where the employer has failed to take reasonably practicable action to prevent or stop it.

Victimisation: Victimisation is when someone is treated badly because they have made or supported a complaint, or it is believed they might do.

Procedure

All persons associated with the club should ensure that:

- They understand and co-operate with any measures introduced to develop equal opportunities;



- They respect the sensitivities of others;
- They refrain from discriminatory actions or decisions which are contrary to either the letter or spirit of this policy
- They do not instruct, induce, or attempt to induce or pressurise other persons to act in breach of this policy;
- Any person who make complaints of breaches of this policy are treated fairly and responsively both when the complaint is made and thereafter.



Training

The club will ensure that opportunities for training and player development are made equally available to all players. Equal opportunities will be integrated into all training concerned with selection skills, assessment, counselling, development and management.

Grievances

Club members who believe that they have experienced discrimination, victimisation or harassment should raise their concern to the Club Safeguarding Officer.

Everyone should feel able to raise or support a complaint or grievance in good faith and nobody should be subjected to victimisation or any other detriment for doing so. If they feel unable to speak directly to a person they can put their concern in writing to the Club Secretary at yardleybb@outlook.com.

Discipline and appeals will be dealt with in accordance with Clause 9 of the Club Constitution.

Best Practice

In order to promote Equality and Diversity, we advise our members to practise the following:

- **Value other people's differences**
Even if you don't agree with someone's opinion or lifestyle please be respectful of it. Always be open to the possibility of new ideas.
- **Recognise your own differences**
Consider if you may need to adjust your behaviour with different types of people.
- **Inform your coach or the committee of any concerns**

If you have any concerns that the Equality and Diversity policy is not being adhered to, in particular, legal obligations, you have a responsibility to raise this to the committee and/or safeguarding officer. If your concerns are related to the safeguarding officer then you should raise this via the club secretary.