

2023 Issue 01

# Bourne End Junior Sports Club

Equality & Diversity Policy



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# BEJSC Equality & Diversity Policy

## Policy Statement

The Trustees of Bourne End Junior Sports Club are committed to equality and diversity. The club is open to all regardless of age, colour, disability, ethnic origin, sex, gender reassignment or fluidity, HIV status, marriage and civil partnership, nationality or national origins, race, religion or beliefs, responsibility for dependents, sexual orientation and pregnancy or maternity. We will not tolerate attitudes and behaviour that amount to discrimination on these grounds.

Equality and diversity is about accepting people's differences and creating an environment in which all can thrive and contribute. Trustees of BEJSC are committed to ensuring that all feel valued, that the skills and talents of individuals are recognised and fully utilised and that the environment in the club is productive and rewarding. The club is a place where there is respect for difference in culture and experience. All leaders will be made aware of the contents of this policy as part of the induction process.

The management committee will be active in making sure all its policies and procedures are fair and no member is disadvantaged when participating in the club activities it provides.

Trustees are also aware of how people can be subject to harassment on a wide variety of grounds and take many forms. Harassment is a physical, verbal or non-verbal action which is unwelcome, unwanted and offensive to the recipient and has the effect of violating their dignity and creating an intimidating, hostile, degrading, humiliating or offensive atmosphere for that person. This can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the expression of racist, homophobic views, lewd comments and innuendo, sending offensive text messages or the use of social media apps.

The Trustees are responsible for implementing this policy and upholding its principles in everything it does.

## Procedures

We will make sure that:

- ⦿ We promote respect for other people and treat everyone fairly
- ⦿ Young people and adults are able to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
- ⦿ Young people and adults recognise and challenge prejudice and discrimination
- ⦿ Everyone has an equal opportunity to be considered as a volunteer Leader
- ⦿ All leaders will have equal access to training opportunities
- ⦿ All young people will have equal access to club activities and training opportunities.
- ⦿ The policy is applied when recruiting volunteers and staff
- ⦿ We monitor what we do to meet any legal requirements and so that this policy is implemented properly and understood by all
- ⦿ We take incidents, including those of harassment and bullying, seriously
- ⦿ Any issues of inequality, harassment or discrimination should be reported to the Club Leaders and Chair of BEJSC, who will enable the parties involved to give their version of events before considering further action.

- ⊗ The Club Leaders will respond quickly and impartially to such issues after consulting with the Chair of BEJSC and/or the County Association, if necessary.

The procedures laid out in this policy are with regard to legislation defined by the Sex Discrimination Act 1975 (amendments 1986 & Gender Reassignment Regs. 1999); the Race Relations Act 1976 and the Amendment Act 2000; the Equal Pay Acts 1970 (amended 1974 & 1983) & 1975; the Disability Discrimination Act 1995; the Employment Protection Act 1978 the Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Employment Equality (Religion, Belief, Sexual Orientation) Regulations 2003 (Age) 2006; Disability Equality Duty 2006; Equality Act 2006; Gender Equality Duty 2007; Trade Union and Labour Relations Act 1992; Asylum and Immigration Act 1996 and 1999; Human Rights Act 1998; Protection from Harassment Act 1997, the Equalities Act 2010.

**This policy was adopted on:** Tuesday 19<sup>th</sup> July 2011 **(Date)**

**& Reviewed on:** 1<sup>st</sup> September 2022 **(Date)**

**On behalf of the Trustees:**

**(Chairman)**.....  ..... **(Signed)**

**This policy will be reviewed annually by the Trustees**



# **Bourne End Junior Sports Club**

## **Equal Opportunities Policy**

Trustees are committed to ensuring equality of opportunity for all employees, volunteers and members.

The policy of BEJSC is to ensure that no current or future employee, volunteer or member are disadvantaged on the grounds of sex, marital status, colour, race, nationality, ethnic or national origin, age, sexual orientation, disability, religious belief or creed.

The overall responsibility for the implementation of the Equal Opportunities Policy lies with the Trustees of BEJSC.

An employee or volunteer of BEJSC who commits an act of discrimination in contravention of this policy may be found to be personally liable as a result of any consequent legal proceedings.