



Worksop Dolphins Swimming Club

Equity Policy

Statement of Intent

- Worksop Dolphins (the Club) is fully committed to the principles of the equality of opportunity and is responsible for ensuring that no member, swimmer or volunteer receives less favourable treatment on the grounds of age, colour, disability, ethnic minority, parental or marital status, nationality, religious belief, social status and sexual preference.
- The Club will ensure that there will be open access to all those who wish to participate in it and that they are fairly treated.

Purpose of the Policy

- The Club recognises that certain sections of the community have been affected by past discrimination and may be denied the opportunity to participate equally and fully in the sport.
- The Club will take steps to prevent discrimination or other unfair treatment of its members, swimmers and volunteers.

Legal Requirements

- The Club is required by law not to discriminate against its members and recognises its legal obligations under the following Acts:

Rehabilitation of Offenders Act 1974

Sex Discrimination Act 1975

Race Relations Act 1976

Disability Discrimination Act 1995

Types of Discrimination

- *Direct Discrimination*

This means treating someone less favourably than you would treat others in the same circumstances.

- *Indirect Discrimination*

This occurs when a job requirement or condition is applied equally to all, which has a disproportionate or detrimental affect 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 job.

When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

- *Harassment*

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.

The Club is committed to ensuring that its members, swimmers and volunteers are able to conduct their activities free from harassment or intimidation.

The Club regards discrimination and harassment, as described above, as serious misconduct and any member of the Club, swimmer or volunteer who discriminates against any other person will be liable to appropriate disciplinary action as may be decided by the Club Committee.

- *Victimisation*

When someone is treated less favourably than others because he or she has taken action against the Club under one of the relevant acts, as previously outlined, or provided information about such discrimination.

Implementation

- A copy of this document will be available to all Members, swimmers and volunteers of the Club.
- All members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- The Club will take measures to ensure that its members practices are non-discriminatory.
- No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

- A planned approach will be adopted to eliminate barriers which discriminate.

Positive Action

- The Club may take positive action or introduce special measures for any group which is currently under-represented in its membership or volunteer support.

Monitoring and Evaluation

- The Club will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will inform its members and volunteers of its impact.
- The Club Chairperson has the overall responsibility for the implementation of the Equal Opportunities Policy.
- The Club Committee is responsible for ensuring that this Equal Opportunities Policy is followed and to deal with any actual or potential breaches.

Disciplinary and Grievance Procedures

- To safeguard individual rights under the policy, any member, swimmer or volunteer who believes that he or she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- Appropriate disciplinary action will be taken against any member, swimmer or volunteer who violates the Club's Equal Opportunities Policy.
- The Club is concerned that individuals feel able to raise any grievance and no member, swimmer or volunteer will be penalised for doing so unless it is untrue and not made in good faith.

