



Market Bosworth Sports Club Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that **Market Bosworth Sports Club** is equally accessible to all.

Market Bosworth Sports Club is responsible for setting standards and values to apply throughout the Club at every level. Sport belongs to and should be enjoyed by anyone who wants to participate in it.

Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by all of the Sports Club Officers, who are responsible for implementation and application of the policy.

Market Bosworth Sports Club, in all its activities, will not discriminate or in any way treat anyone less favourably – be it on the grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. This means that **Market Bosworth Sports Club** will ensure that all people are treated fairly and with respect, and that the Club will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Market Bosworth Sports Club will not tolerate harassment, bullying, abuse or victimisation of an individual which, for the purposes of this policy and the actions and sanction applicable, is regarded as discrimination. This includes sexual or racially-based harassment or other discriminatory behaviour, whether physical or verbal.

Market Bosworth Sports Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Market Bosworth Sports Club is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness - raising events and activities in order to promote equality in sport and the eradication of discrimination.

Market Bosworth Sports Club is committed to a policy of equal treatment of all members and requires all Club members to abide and adhere to this policy and the requirements of the relevant government legislation – i.e. Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 – as well as any amendments to these acts and any new legislation.

Market Bosworth Sports Club commits itself to the immediate investigation of any claims of discrimination on the above grounds, when they are brought to its attention, and, where such is found to be the case, a requirement that the practice shall stop with the imposition of appropriate sanctions.

Club Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way, or that the Club Policies, Rules or Code of Conduct have been broken they should follow the Club's Complaints procedure as documented below.



Market Bosworth Sports Club **Complaints Procedure**

In the event that any member feels that he or she has suffered discrimination in any way, or that the Club Policies, Rules or Code of Conduct have been broken they should follow the procedure outlined below:

- 1) They should report the matter to the Club Secretary or another member of the Committee. Your report should include:
 - a) Details of what, when, and where the occurrence took place.
 - b) Any witness statement and names.
 - c) Names of any others who have been treated in a similar way.
 - d) Details of any former complaints made about the incident – i.e. date, when and to whom complaints were made.
 - e) A preference for a solution to the incident.
- 2) The Club's Management Committee will sit for any hearings that are requested.
- 3) The Club's Management Committee will have the power to:
 - i) Warn as to future conduct.
 - ii) Suspend from membership.
 - iii) Remove from membership any person found to have broken the Club's Policies or Codes of Conduct.