Equality and Diversity Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that members and non-members are not denied access to Canterbury Crocodiles Dodgeball Club because of a discriminatory reason.

This policy is fully supported by the Canterbury Crocodiles Dodgeball Club committee and the Safeguarding and Welfare Officer who is responsible for the implementation and review of this policy.

Canterbury Crocodiles Dodgeball Club **will**:

- be responsible for setting standards and values throughout the place of play at every level, as dodgeball is a sport which should be enjoyed by all.

- be unreservedly opposed to any form of discrimination on the grounds of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, nationality, ethnic origin, race, religion or belief, sex and sexual orientation, ability or disability and to encourage equal opportunities for all.

- ensure that it treats its employees (i.e. coaches), members, non-members and visiting teams fairly and with respect.

- ensure that all members of the community have opportunities to take part in, and enjoy, its programme of training, tournaments, activities and events.

- not tolerate bullying, harassment, abuse or victimisation of any individual including sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and to work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

- be committed to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Complaints will be dealt with in accordance with its complaints policy and, where such a complaint is upheld, the committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.

- be committed to taking positive action where inequality exists and the development of a programme of on-going training and awareness aimed at promoting the eradication of discrimination and promoting equality and diversity in dodgeball. Women, disabled people and those from ethnic minority groups are termed as being under-represented in sport.

- be committed to a policy of fair and equitable treatment of all members and employees and requires all members and employees to abide by and adhere to these policies and the requirements of the Equality Act 2010 as well as any amendments to this act and any new legislation.

In the event that any employee, member, visitor or visiting team feels that they have suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the procedures laid out in the Disciplinary & Complaints Procedure.

Terminologies and Descriptors

- **Disability under the Equality act 2010 is defined as:**
  'a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities. 'Substantial' means more than minor or trivial. 'Impairment' covers, for example, long-term medical conditions such as asthma and diabetes, and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone disease. A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down's syndrome). Some people, including those with cancer, multiple sclerosis and HIV/AIDS, are automatically protected as disabled people by the Act. People with severe disfigurement will be protected as disabled without needing to show that it has a substantial adverse effect on day-to-day activities.'

- **Direct discrimination** occurs when a person is treated less favourably than another person because of a protected characteristic. Direct discrimination also includes discrimination because a person is wrongly thought to have a particular protected characteristic or is treated as if they do

- **Indirect discrimination** occurs where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group; the rule is to their advantage and it cannot be justified on other grounds.

- **Discrimination arising from disability** occurs when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified. Treatment can be justified if it can be shown that it is intended to meet a legitimate objective in a fair, balanced and reasonable way. If this can be shown then the treatment will be lawful. This form of discrimination can occur only if the service provider knows or can reasonably be expected to know that the disabled person is disabled.

- **Positive discrimination** is illegal under UK anti-discrimination law and shouldn't be confused with Positive Action. Positive discrimination generally means being favourable towards an individual or group for whatever reason outlined." Positive action is legal and describes measures targeted at a particular group that are under represented in a particular programme or aspect of a sport. These measures are intended to redress past discrimination or to offset the disadvantages arising from existing attitudes, behaviours and structures.
  Lawful positive action measures can include:

- Targeting job training at people of particular racial groups, or either gender, which have been under-represented in certain occupations or grades during the previous 12 months, or encouraging them to apply for such work.
- Providing facilities to meet any specific educational, training or welfare needs identified for a specific racial group.
- Special action being taken is the employment of a female coach to lead a session aimed at women, to specifically encourage uptake and participation by female players

- **Harassment** can be described as inappropriate actions, behaviour, comments or physical contact, which may cause offence i.e. mental or physical anxiety or hurt to an individual:
- It may be related to gender, gender reassignment, race, disability, sexuality, age, religion, nationality or any personal characteristic of an individual.
- Under the terms of the Criminal Justice Act 1994, harassment was made a criminal offence, punishable by a fine of up to £5,000 and/or a prison sentence of up to six months.

- **Victimisation** occurs when a service provider treats someone badly because they have made or supported a complaint about discrimination or harassment, or because the service provider thinks that they are doing or may do these things. It will also be victimisation if a service provider treats someone badly because they support someone else who makes a discrimination claim. A person is not protected from victimisation if they have maliciously made or supported an untrue complaint.

- **Prejudice** is literally pre-judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.

- **Stereotyping** is grouping or labelling people because they are members of a particular 'visible' group, and assuming that they have particular traits that are considered to be characteristics of that group.

- **Dignity** is about respectful, responsible, fair and humane behaviour, something that is reflected in the constitution.

- **Disadvantage** is where, as a result of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly.

- **Social exclusion** is when people or areas suffer from one or a combination of linked problems such as unemployment, poor skills, low income, high crime environments or lack of facilities.