

Radley Athletics Club

Equality, Diversity and Inclusion Policy Statement

General

1. Radley AC is committed to the principle of equality for all individuals involved in the Clubs activities and opposes any form of direct or indirect discrimination, or other inappropriate behaviour.
2. In addition, Radley AC recognises that its practices and procedures must comply with the law and those of the governing body, UK athletics.
3. In doing so it acknowledges and adopts the following Sport England definition of sports equity:
Sports equity is about fairness in sport, equality of access and opportunity, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
4. Definitions can be found in Appendix A.

Responsibilities for operation of the Policy

5. The Chairperson has overall responsibility for ensuring that the policy operates effectively, with assistance from the Committee and Welfare Officer. All involved in the Clubs activities should, however be aware of their responsibilities within the terms of the policy and in particular, take steps to ensure that neither they nor others act in breach of this policy.

The Policy in Operation

6. Radley AC is committed to ensuring that all individuals are treated equally and fairly and that decisions on all aspect of the Clubs activities including team selection, training/coaching and other development activities are based solely on objective criteria, and with the needs of the individual and team in mind.
7. As part of its commitment the Club aims to create an all-inclusive culture in which all involved in its activities feel comfortable and safe and have the right to be treated with dignity and respect regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status, and enjoy their sport.
8. All club members and others working with the Club have a responsibility to oppose discriminatory behaviour and promote equality.

Disciplinary and Grievance Procedures under the Policy

9. Any individual involved in the Clubs activities who believes they have not or are not being treated fairly and equitably are entitled to bring a complaint to the attention of the Club under the Grievance Procedure (see Separate procedure).
10. Any such complaint will be treated seriously and dealt with under the Clubs disciplinary Procedures. (see separate Procedure).

Definition of Terms

Harassment

Can be defined as unwanted conduct affecting a person's dignity. It may be related to age, sex, sexuality, race, disability, religion, nationality or any personal characteristic of the individual, and may be persistent or an isolated incident. It can be from an individual or group. The key is that the actions or comments are viewed as demeaning and unacceptable to the recipient. Harassment that is related to sex, sexuality, race or disability may be unlawful.

Bullying

May be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. In essence it is any unwanted attention shown to recipient.

Discrimination

Discrimination can be described as distinguishing unfavorably or unfairly between individuals because of their age, race, sex, disability religion etc.

Direct Discrimination is treating an individual less favorable than others and indirect discrimination occurs when a condition is applied which affects a person or group of people.

Victimisation

Is less favorable treatment of an individual because they are believed or known to have made a complaint or given evidence or information in connection with similar.