HARINGEY HEAT BASKETBALL CLUB (CIC)

Equality and Diversity Policy

V2.0 — Updated May 2026

Policy Statement

Haringey Heat Basketball Club is committed to encouraging equality, diversity and inclusion among our workforce, coaches, volunteers and participants, and to eliminating unlawful discrimination. We aim for our workforce and participant base to be truly representative of all sections of society, and for each person to feel respected and able to give their best.

In providing services we are also committed to preventing unlawful discrimination of participants, parents, carers or the public.

Purpose of This Policy

This policy aims to:

- Provide equality, fairness and respect for all, whether temporary, part-time, full-time, paid or voluntary
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex, and sexual orientation
- Oppose and avoid all forms of unlawful discrimination in pay and benefits, terms and conditions, dealing with grievances and discipline, dismissal, redundancy, leave, flexible working, and selection for employment, promotion, training or other opportunities

Our Commitments

Haringey Heat Basketball Club commits to:

- Encourage equality, diversity and inclusion as good practice
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all
- Train all coaches and volunteers about their rights and responsibilities under this policy
- Take seriously all complaints of bullying, harassment, victimisation and unlawful discrimination — such acts will be dealt with under the disciplinary procedures and may constitute gross misconduct
- Make training, development and progression opportunities available to all on a fair and equal basis
- Make decisions based on merit, within the exceptions and exemptions allowed under the Equality Act
- Review practices and procedures regularly to ensure fairness and update them in line with changes in the law
- Monitor participant and workforce demographics to ensure our commitment to inclusion is being met in practice

Participation

Haringey Heat Basketball Club is committed to ensuring that participation in basketball is accessible to all young people regardless of their background. No young person will be excluded from participating on the grounds of any protected characteristic. This commitment is reflected in our Community Participation and Low-Income Access Policy.

Disciplinary and Grievance Procedures

Details of the organisation’s grievance and disciplinary policies and procedures are available from the Club Secretary on request. Use of these procedures does not affect an individual’s right to make a claim to an employment tribunal within three months of the alleged discrimination.

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Approved by the Board of Directors, May 2026

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