



HARINGEY HEAT BASKETBALL

Club Equality Policy

Haringey Heat Basketball is committed to the principle of equality of opportunity and is responsible for ensuring that no member, volunteer or applicant receives more or less favourable treatment on the grounds of age, colour, disability, ethnic origin, parental or marital status, nationality, religious belief, social status and sexual preference.

Haringey Heat Basketball will guarantee that there will be open access to all those who desire to participate in playing basketball, and that they are treated fairly.

Purpose of the Policy

Haringey Heat Basketball recognise that certain sections of the community have been affected by discrimination and may be denied the opportunity to partake equally and fully in the sport at all levels. Haringey Heat Basketball will take steps to stop discrimination or other unfair treatment for its members and volunteers.

Legal Requirements

Haringey Heat Basketball acknowledges its legal obligations under the recognised discrimination acts.

Types of Discrimination

Discrimination can take the following forms;

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 and detrimental effect 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 or role 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.



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Haringey Heat Basketball is committed to ensure that its members and players are able to conduct their activities free from harassment or intimidation.

Haringey Heat Basketball regards discrimination and harassment, as described above, as serious misconduct and any Haringey Heat Basketball participant or volunteer who discriminates against any other person will be liable to appropriate action (as outlined in the Club's Codes of conduct and Procedures).

Victimisation

Victimisation is when someone is treated less favourably than others because he or she has taken action against Haringey Heat Basketball 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 and volunteers of Surrey Rams Basketball Club. A copy will be made available on the official club website at www.Surrey Rams.com

All members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy. No applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the role which would constitute unfair discrimination.

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

Haringey Heat Basketball will ensure that consultants and advisors used by Haringey Heat Basketball can demonstrate their commitment to the principles and practice of equity.

Positive Action

Haringey Heat Basketball may take positive action for any group which is currently under-represented in its membership representative bodies.

Monitoring and Evaluation

Haringey Heat Basketball will regularly monitor and evaluate the policy, practices, procedures and operation on an ongoing basis and will inform members of its impact.

The Management Committee;

Has the overall responsibility for the implementation of the Equity Policy

Will ensure that the Policy is followed, will deal with any actual or potential breaches



Disciplinary and Grievance Procedures

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