



(2.1) Equity, Equality and Diversity Policy

The management committee of Great Britain Korfball Club (the Club) is committed to the values of equity, equality and diversity. It is committed to ensuring that all members of the Club are treated fairly and that no one is disadvantaged or discriminated against on the basis of their race, ethnicity, religion, gender, age, sexual orientation, disability or any other characteristic. The Club is committed to creating a positive and inclusive environment for all members and to promoting the values of equity, equality and diversity through its policies and procedures.

Adopted: November 2016

Reviewed: November 2016

Next review: November 2017

Signed Committee Member : [Signature] Date 26/11/2016

Signed Committee Member : [Signature] Date 26/11/2016

- b, Oxford Isis Korfball Club acknowledge their responsibility for setting standards and values which will apply throughout their premises and at every level of activity.
 - c, We will ensure that all participants involved in Korfball or social activity will be given equal opportunity irrespective of age, gender, marital status, sexual orientation, race, ethnic origin, religion or belief, ability or disability.
 - d, We are committed to eliminate discrimination by reason of age, gender, marital status, sexual orientation, race, ethnic origin, religion or belief, ability or disability.
 - e, We will ensure that all members of the community have access to and have opportunities to take part in, and enjoy, our programme of activities, competitions and events.
 - f, We will not tolerate harassment, bullying, abuse or victimisation of any individual, including sexual or racially based harassment or other discriminatory behaviour, whether verbal or physical and will work to ensure such behaviour is met with appropriate action in whatever context it occurs.
 - g, The committee at Oxford Isis Korfball Club are committed to the immediate investigation of any complaints of discrimination on the above grounds once they are brought to our attention.
 - h, We will apply the principles of Equal opportunity to all other areas of our activity namely: recruitment, training and employment of staff, coaches, and officials (whether employed, self employed or volunteer).
- The Club believes that equality of equal opportunity and diversity is vital to its success and an essential pre-requisite to the achievement of its goals, in the delivery of the best possible facility that is accessible, appropriate and responsive to meeting the diverse needs of individuals and the local community.

COMPLAINTS PROCEDURE

In the event that any member, employee or visitor to the premises feels that he, she or it has suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the procedures below.

1. The complainant should report the matter in writing to the secretary or another member of the management committee of Oxford Isis Korfball Club. The report should include:
 - a) details of what occurred;
 - b) details of when and where the occurrence took place;
 - c) any witness details and copies of any witness statements;
 - d) names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);
 - e) details of any former complaints made about the incident, including the date and to whom such complaint was made; and
 - f) an indication as to the desired outcome.

- 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."
- 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
- Positive action is legal and describes measures targeted at a particular group that are underrepresented 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 - .
- 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.