



# Southport & Birkdale Sports Club

## EQUALITY AND DIVERSITY POLICY

Southport and Birkdale Sports Club (S&B Sports Club) has a policy to ensure that everyone is treated fairly and with respect and that members, non-members and visitors are not denied access to our venue because of a discriminatory reason.

This policy is fully supported by the Officers and General Management Committee (GMC) of the club, who are responsible for the implementation and review of this policy.

Therefore we shall adhere to the following

1. Take responsibility for setting and upholding standards and values that apply throughout the club at every level, so that everyone who participates can enjoy their sports, and social members can use the facilities undisturbed.
2. Demonstrate a commitment to eliminating discrimination by reason of gender, age, gender reassignment, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities and an inclusive, welcoming environment.
3. Ensure that employees, members, non-members and visitors are treated fairly and with respect to ensure that all members of the community, regardless of their ability, have access to, and opportunities to take part in any events or activities.
4. Oppose all forms of harassment, bullying, abuse towards an individual or group whether it is physical, verbal or on line that is based on any characteristic listed in note 3, above, or for any other reason. Any incidents covered here, or of a similar nature, will be treated seriously and subjected to the appropriate disciplinary process.
5. Ensure that there is an immediate investigation of any complaints of discrimination on the above grounds, once they are brought to the attention of the Sports Section Chair or GMC. Complaints will be dealt with in accordance with the Complaints policy, and, where such a complaint is upheld, the GMC may impose such sanctions as it considers appropriate and proportionate to the in behaviour.
6. Promote a culture that encourages learning and development of coaches and volunteers in order to achieve greater diversity and inclusion. The sports section chair to determine whether any coaches or volunteers are required to undertake the sports body's "Equality, Diversity and Inclusion" training.
7. Support, promote and enforce fair play values within each sport.
8. Be committed to and deliver a policy of fair and equitable treatment for all employees, volunteers and members. Require all the above to abide by and adhere to the policies and requirements of the Equality Act 2010, as well as any amendments or new legislation.
9. Be committed to take action to create an inclusive environment that is welcoming and seeks to improve representation across all groups.



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## Lodging a Complaint

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

1. The complainant should report the matter to an Officer of the Club, a GMC member, Section Chair or Captain of the relevant team, backing up the complaint with a written report comprising:
  - a. Details of what occurred, date, time and place.
  - b. Copies of any witness statements.
  - c. Names of any others who have been treated in a similar way (provided those people give their consent to having the details disclosed).
  - d. Details of any earlier complaints of a similar nature
  - e. An indication of the desired outcome
2. If the person accused of discriminatory behaviour is an employee, the GMC will regard the incident as a disciplinary issue and will follow the Disciplinary Procedure set out for employees.
3. If the person accused of discriminatory behaviour is a non-employee, the GMC, or its representative,;
  - a. Will request that both parties to the incident submit written evidence.
  - b. May decide (at its sole discretion), after reviewing the submissions, uphold or dismiss the complaint without holding a hearing.
  - c. May, at its sole discretion hold a hearing where the complainant and the complainees can be accompanied by another person of their choice, where three independent associates of the club are in attendance.
  - d. If the complainant and complainees cannot come to an agreement about the incident, the three associates will decide the outcome, in a separate discussion, either unanimously or by a majority.
  - e. The decision of the three associates is final, as is the sanctions considered relevant whether they be any of the following. Warning as to future conduct, suspension of membership, removal of membership, exclusion of non-member from the facility, either temporarily or permanently or turn down a non-members application for membership.
  - f. Will provide both parties with written reasons for its decision to uphold or dismiss the complaint within 14 days of the hearing.

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