

BIRMINGHAM CITY NETBALL CLUB



Equality Policy Statement

- The Club is committed to ensuring that equality is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity, so far as this is applicable to an individual netball club:
Sports equity is about fairness in sport, equality of access, 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.
- The Club respects the rights, dignity and worth of every person and will treat everyone fairly within the context of their sport.
- The Club will ensure that no player or volunteer is unlawfully discriminated against or receives less favourable treatment on the grounds of a protected characteristic as described in the Equality Act 2010* (see Appendix).
- Netball is a competitive team sport. The Club caters for players of different abilities, working with them to improve their ability and to realise their potential, but our selection processes have to take ability into account.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- The Club adopts a zero tolerance to any breaches of this policy and will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by players, volunteers, parents and the public during the Club's activities
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

The Legal Framework

*The Equality Act 2010

The Equality Act 2010 defines nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

No one protected characteristic has a higher priority than any other. Discrimination can be on the grounds of a single protected characteristic or a number of single, but unrelated, characteristics.

It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of a protected characteristic