



NEWPORT ACES BASKETBALL CLUB

NABC Equality & Diversity Policy.

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Policy statement

Newport Aces Basketball Club is fully committed to the principles of equality and strives to ensure that everyone who wishes to be involved in basketball, whether as employees, members, volunteers, or participants:

- i. has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their protected characteristic (age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status, or sexual orientation); and
- ii. can be assured of an environment in which their rights, dignity and individual worth are respected, and, that they are able to enjoy basketball without the threat of intimidation, victimisation, harassment, or abuse.

Newport Aces Basketball Club recognises basketball as a diverse sport, involvement in which can bring communities together, have health and economic benefits and impact positively on the future of basketball.

Newport Aces Basketball Club also recognises the damage to the reputation and membership of the club and to the wider sport of basketball that can be caused by discrimination.

This policy has been written to clearly outline Newport Aces Basketball Club's commitment to equality and diversity at all levels, and how it will deliver this.

Procedure

The Legal Position

Newport Aces Basketball Club takes a zero-tolerance approach to discrimination, harassment, and victimisation.

Newport Aces Basketball Club is committed to avoiding and eliminating unfair treatment of any kind and under no circumstances condones any unlawful discriminatory practices.

Further information around the legislative framework and definitions of unacceptable behaviours are provided in the Appendix.

Practical commitments

The principle of equality goes further than simply complying with legislation. Newport Aces Basketball Club also commits to:

- challenging perceptions, language, and behaviours.
- eliminating unfair treatment from all aspects of employment practice. For example: having fair recruitment practices, where applicants are not disadvantaged by requirements or conditions which are not necessary to the performance of the role, or which would constitute direct or indirect discrimination.
- employing people on the basis of their merits, abilities and skills.
- providing equitable access to training and development opportunities.
- providing welcoming and accessible premises.
- taking positive action to counteract the effects of physical or cultural barriers – whether real or perceived – and enable access to basketball and participation by people from any group that is under-represented in the sport or has difficulty accessing it.
- educating workers and volunteers about this policy and their right to protection from unfair treatment.

Responsibilities

The person with overall responsibility for the effective operation of this policy and for ensuring compliance with the legislative framework is Deborah Green, club welfare officer.

Everyone involved in the club at every level has a responsibility to comply with this policy, and to challenge any incidents which breach this policy. Any such incidents must also be reported to the person named above.

Complaints and compliance

Newport Aces Basketball Club will treat seriously and take action if anyone raises a grievance or complaint as a result of discrimination, harassment or victimisation. This action may be taken in line with the Employment Policy and/or the Complaints Policy, depending on the people involved:

- Any employee or worker who believes that they have experienced unequal treatment within the scope of this policy is encouraged to raise the matter through the Grievance procedures outlined in the Employment Policy.
- Any other volunteer or member of the public is encouraged to raise the matter through the Complaints Policy.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure.

Any Newport Aces Basketball Club employee who is found to have committed an act of discrimination, harassment or victimisation will be subject to disciplinary action, up to and including dismissal.

Nobody involved with Newport Aces Basketball Club will be victimised or suffer detriment for making a genuinely held complaint of discrimination.

Availability and Review

Newport Aces Basketball Club will keep this policy available in the Club and on the Newport Aces Basketball Club website. Anyone who needs to read it (such as any workers, volunteers, contractors, members of the public etc) can do so.

The Committee will review this policy annually, or earlier if necessary.

Appendix

The main legislation around equality is the Equality Act, which came into force in October 2010. The aim of the Equality act was to harmonise, and in some cases extend, protection from discrimination in relation to “protected characteristics”, which are:

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

Under the Equality Act 2010, individuals are protected from discrimination ‘on grounds of’ a protected characteristic. This means that individuals will be protected if they have one of these protected characteristics, are assumed to have it, or associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

- Direct discrimination: Less favourable treatment on the grounds of one of the protected characteristics.
- Indirect discrimination: This occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

- Associative discrimination: This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- Perceptive discrimination: This is direct discrimination against an individual because others think they possess a particular protected characteristic (even if they do not).
- Discrimination arising from a disability: When a disabled person is treated unfavourably because of something connected with their disability (rather than the disability itself) and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability. A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term effect on their ability to carry out normal day-to-day activities.
- Harassment: Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.
- Victimisation: It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.

Other relevant equality legislation is listed below:

- Protection from Harassment Act 1997
- Employment Rights Act 1996
- Employment Relations Act 1999
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (SI 2000/1551)
- The Equal Pay Act (1970, 1985)
- Welsh Language Act 1993