

Upper Broughton Youth & Social Club

EQUALITY AND DIVERSITY POLICY

The aim of this policy is to ensure that everyone is treated fairly and with respect and that members, non members and visitors are not denied access to Upper Broughton Youth and Social Club because of a discriminatory reason.

1. Upper Broughton Youth and Social Club is responsible for setting standards and values to apply throughout the club. Tennis should be enjoyed by everyone who wants to play the game.
2. Our commitment is to eliminate discrimination by reason of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities.
3. This policy is fully supported by the Upper Broughton Youth and Social Club Committee which is responsible for the implementation and review of this policy.
4. Upper Broughton Youth and Social Club, in all its activities, will not discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, age, ethnic origin, religion or belief, ability or disability. The club will ensure that it treats its employees, members, non-members and visitors fairly and with respect and will ensure that all members of the community have access to and have opportunities to take part in, and enjoy, its programmes of activities, competitions and events.
5. Upper Broughton Youth and Social Club will not tolerate harassment, bullying, abuse or victimisation of an individual (which the Upper Broughton Youth and Social Club regards as forms of discrimination). This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. Upper Broughton Youth and Social Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
6. Upper Broughton Youth and Social Club commits itself to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Complaints should be submitted to the secretary in writing and where such a complaint is upheld, the Club may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.
7. Upper Broughton Youth and Social Club is committed to taking positive action where inequalities exist and the development of a programme of on-going training and awareness in order to promote the eradication of discrimination and to promote equality and diversity in tennis.
8. Upper Broughton Youth and Social Club is committed to a policy of equal treatment of all members and employees and requires all members and employees to abide by and adhere to this policy and the requirements of the relevant equalities legislation, including the Equalities Act 2010 as well as any amendments to this act and any new legislation.