



Pen Y Bont Surf Life Saving Club Equity Policy

Sports Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society.

The following policy document sets out a number of proactive steps that will be taken to ensure the principles of sports equity are adhered to throughout Pen Y Bont Surf Life Saving Club.

EQUITY POLICY STATEMENT

Pen Y Bont Surf Life Saving Club (Pen Y Bont SLSC) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member or volunteer receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

Pen Y Bont SLSC will ensure that everyone who wishes has an equal opportunity to participate in the sport of Surf Life Saving at all levels and in all roles, whether as a beginner, participant, performer, or as a coach, manager, administrator or official.

PURPOSE

It is the aim of Pen Y Bont SLSC to ensure that all present/potential members/volunteers are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

COMMITMENT TO ACTION

Pen Y Bont SLSC will display its commitment to Sports Equity through the implementation of its equity action plan.

- Equity will be reflected in all areas of the organisation
- Pen Y Bont SLSC will provide appropriate training to all of its coaches and volunteers to raise awareness of both collective and individual responsibilities
- Pen Y Bont SLSC recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation
- Pen Y Bont SLSC will publicise this to all coaches, members, volunteers and officials through its website club mailings

- Pen Y Bont SLSC will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials

LEGAL REQUIREMENTS

To ensure its practices are fair and equitable Pen Y Bont SLSC recognises its legal obligations under the following:

The Equality Act: 2010

Race Relations Act: 1976 - Amendment Act 2000 Employment Equality (sexual orientation)

Regulations: 2003 Employment Equality (religion and belief) Regulations: 2003 Equal Pay Act: 1970

Sex Discrimination Act: 1977, 1986, and 1999

Disability Discrimination Act: 1995

Disability Rights Commission Act: 1999

Rehabilitation of Offenders Act: 1974

Human Rights Act: 1998 & 2010

Children Act: 1989 & 2004

Social Services and Wellbeing Act (Wales): 2014

DISCRIMINATION/HARRASSMENT & VICTIMISATION

Discrimination can take the following forms:

Direct Discrimination

Treating someone less favourably than you would treat others in the same circumstances.

Indirect Discrimination

This occurs when a job requirement or condition is applied equally to all, which has disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

Harassment

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.

Victimisation

Victimisation can be described as when one person is treated less favourably than others because he or she has taken action against Pen Y Bont SLSC under one of the relevant Acts/ regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

Pen Y Bont SLSC regards discrimination, harassment or victimisation as serious misconduct and any volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

IMPLEMENTATION

This policy document will be available to all members, volunteers and officials at the point of membership registration.

At time of review, a mechanism will be put in place to allow all members and volunteers to be part of the process.

All members, volunteers and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

COMMUNICATION

Pen Y Bont SLSC will communicate this policy to all its members, volunteers, officials and clubs using its website and club mailings.

MONITORING & EVALUATION

Pen Y Bont SLSC will monitor and evaluate the success of the policy regularly and will review the policy annually.

COMPLAINTS & DISCIPLINARY

To safeguard an individual's rights under the policy, a member, volunteer or official who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any member, volunteer or official who violates the club equity policy. Disciplinary procedures are available from Pen Y Bont SLSC & SLSA Wales.