

ELY OUTDOOR SPORTS ASSOCIATION

EQUALITY, DIVERSITY & INCLUSIVITY POLICY

Equality Policy Objectives

The aim of this policy is to ensure that everyone is treated fairly and with respect and that members, non members and visiting teams are not denied access to the facilities at EOSA because of a discriminatory reason.

1. Ely Outdoor Sports Association (EOSA) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, committee members, Club members, volunteers, participants or spectators (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the "Protected Characteristics")
2. In addition, EOSA recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.
3. EOSA encourages partner organisations, including member clubs, affiliated associations, suppliers, sponsors and facility hirers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this equality policy

Purpose of the Policy

1. EOSA recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in the sports related activities in the past. In some instances this may have been as a result of unlawful discrimination.
2. This policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in sports related activities.

Discrimination, Harassment, Bullying and Victimisation

EOSA will ensure that it treats its employees, members, non-members and visiting teams fairly and with respect and will ensure that all members of the community have access to its facilities and have opportunities to take part in, and enjoy, its programmes of activities, competitions and events

1. EOSA recognises the following as being unacceptable:
 1. Direct Discrimination: treating someone less favourably than you would treat others because of a particular Protected Characteristic(s).
 2. Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic(s). Such requirements or conditions are lawful only if they can be objectively justified.
2. Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. EOSA is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

3. Bullying: The misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
4. Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation)
5. EOSA regards discrimination, harassment, bullying or victimisation, as described above, as a serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action will be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

Reasonable Adjustments

1. When any decision is made about an individual, the only Personal Characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.
2. EOSA recognises that it has a duty to make reasonable adjustments for disabled persons. EOSA will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in sports related activities.

Transgender Athletes

1. Any transgender athlete looking to participate in EOSA sports activities and so use the EOSA facilities, is requested to contact the Welfare Officer who will work with the transgender athlete to formulate a policy, linked with the policy of the particular sport. Any such request will be dealt with in the strictest confidence.

Responsibility and Communication

1. The following responsibilities will apply:
 1. The Directors of EOSA are responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. The EOSA Directors are also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.
 2. All Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy.
 3. Member Clubs will be encouraged to adopt their own Equality Policy.
2. This Equality Policy will be communicated in the following ways:
 1. Reference will be made to this Equality Policy in the Code of Conduct.
 2. A copy of this Equality Policy will be publicly available on the EOSA website and copies in other formats will also be available from EOSA.

Complaints Procedure

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

1. The complainant should report the matter in writing to the Welfare Secretary or an EOSA Director. The report should include:

- a) details of what occurred;
 - b) details of when and where the occurrence took place;
 - c) any witness details and copies of any witness statements;
 - d) names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);
 - e) details of any former complaints made about the incident, including the date and to whom such complaint was made; and
 - f) an indication as to the desired outcome.
2. If the person accused of discriminatory behaviour is an employee, the Directors will regard the incident as a disciplinary issue and will follow any disciplinary procedure set out for employees or (if none exists) the statutory disciplinary procedure
3. If the person accused of discriminatory behaviour is a non-employee, the Directors:
- 3.1 will request that both parties to the complaint submit written evidence regarding the incident(s);
 - 3.2 may decide (at their sole discretion) to uphold or dismiss the complaint without holding a hearing;
 - 3.3 may (at their sole discretion) hold a hearing (whether or not such a hearing is requested by either party) at which both parties will be entitled to attend and present their case;
 - 3.4 will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy, (including the Equality Policy):
 - a) warn as to future conduct;
 - b) suspend from membership;
 - c) remove from membership;
 - d) exclude a non-member from the facility, either temporarily or permanently; and
 - e) turn down a non-member's current and/or future membership applications.
 - 3.5 will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one (1) calendar month of such decision being made.

Policy adopted by the Directors at their meeting on 8th March 2018

Last reviewed and updated by the EOSA Committee September 2024