



Equal Opportunities Policy

Statement of Intent

Braintree Basketball Club is fully committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

Purpose of the Policy

Braintree Basketball Club recognises that certain sections of the community have been affected by discrimination and may be denied the opportunity to participate equally and fully in the sport.

Legal Requirements

Braintree Basketball Club is required by law not to discriminate against its Committee Members, Club members or volunteers and recognises its legal obligations under current and relevant acts, including the requirement to make reasonable adjustments to recruitment and employment practices for disabled applicants.

Braintree Basketball Club reserves the right to limit competitions to members who share a characteristic such as age, gender or disability where this is necessary to ensure equitable, safe and equal competition.

Discrimination, Harassment and Victimisation

The Equality Act 2010 states that a person is not allowed to discriminate, harass or victimise another person because they have, are associated with or perceived to have any of the protected characteristics.

Direct discrimination: Direct discrimination involves treating someone less favourably because of a protected characteristic than you would treat others in the same circumstances.

Discrimination by association: This occurs when a person is discriminated against because they associate, or are associated, with another person who possesses a protected characteristic.

Discrimination by perception: This is when direct discrimination occurs because others think they possess a protected characteristic.

Indirect discrimination: This occurs when a requirement is applied equally to all, but whether intentional or not has a disproportionate and detrimental effect on someone with a particular protected characteristic, when this cannot be objectively justified.

Harassment: Harassment can be described as inappropriate behaviour related to a protected characteristic that is objectionable or causes offence.

Victimisation: Victimisation is when someone is treated badly because they have made or supported a complaint, or it is believed they might do.

Implementation

A copy of this document will be available to all Committee members, club members and volunteers. All Committee members, club members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

Monitoring and Evaluation

Braintree Basketball Club will monitor and evaluate the policy, practices, procedures and operation on an ongoing basis for its impact. The Chair person has the overall responsibility for the implementation of this policy.

Disciplinary and Grievance Procedures

Braintree Basketball Club regards discrimination, harassment or victimisation as serious misconduct and will take appropriate disciplinary action when necessary against any Committee member, Club member or volunteer who violates this policy. To safeguard individual rights under the policy, a Committee member, Club member or volunteer who believes they have suffered or witnessed discrimination, harassment or victimisation within the scope of the policy may raise the matter through the appropriate procedure. Braintree Basketball Club expects this policy to be adhered to and appropriate disciplinary action will be taken against any Committee member, Club member or volunteer who violates this policy.