



# Laburnum BOAT CLUB

Hackney's Community Boating Project

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## Equality and Diversity Policy and Statement

2019

### Equality and Diversity Statement

The Laburnum Boat Club is fully committed to the principles of equality of opportunity. It is at the heart of what we do. Therefore, we aim to ensure that everyone has a genuine and equal opportunity to participate at all levels and in all aspects of the Club - irrespective of their gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation. The Club recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination.

#### Principles

The Club will take, or support, positive action to eliminate individual and institutional discrimination:

- We respect the rights, dignity and worth of every person and will treat everyone equally.
- Everyone has the right to enjoy their participation in an environment free from threat of intimidation, victimisation, harassment and abuse.
- All members have a responsibility to challenge discriminatory behaviour and promote equality.
- We regard any incidence of discriminatory behaviour as serious misconduct and will deal with this according to club disciplinary procedures.

### Equality and Diversity Policy

As an employer we encourage, value and manage diversity and recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, but it is in our best interest to recruit and develop the best people from as wide and diverse a pool of talent as possible. We recognise that many people experience discrimination, either directly or indirectly. However, all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Employees and volunteers have a duty to co-operate with the Club to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Any suspected discriminatory acts or practices or cases of bullying or harassment should be brought to the attention of the Senior Worker or Club Coordinator.

**Legal Responsibilities:** The Club fully accepts its legal responsibility under the following:

- The Equality Act 2010
- Disability Discrimination Act (DDA) 1995, 2005
- Race Relations Act 1976, 2000
- Sex Discrimination Act 1976, 1986
- Childrens Act 1989, 2004

**Types of Discrimination:** The Club regards any form of discrimination as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action. Discrimination can take the following forms:

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Registered in England



- **Direct:** treating a person less favourably than others on the grounds of their gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation.
- **Indirect:** when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society and the requirement cannot be justified in relation to the job.
- **Harassment:** inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient.
- **Victimisation:** when one person is treated less favourably than others because he or she has acted under one of the relevant Acts / Regulations or provided information about discrimination, harassment or inappropriate behaviour.

A copy of the policy is available to all users and employees of The Club. All persons shall respect and act in accordance with and thereby support and promote the spirit and intentions of this policy.

### **Declaration of Intent:**

The Club hereby declares that this policy is adopted by the members and Management Committee of the Laburnum Boat Club and will implement this policy into the club environment:

Signed: \_\_\_\_\_ Dated: \_\_\_\_\_