

Welsh Netball Pêl Rwyd Cymru



Equal Opportunities Policy

1 Statement of Intent

The aim of this policy is to communicate the commitment of the Chief Executive, Board of Directors and staff to the promotion of equality of opportunity in Welsh Netball.

It is our policy to provide equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age.

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees, volunteers and members will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities within the organisation is not only good management practice, it also makes sound business sense. We will ensure that there will be open access to all those who wish to participate in all aspects of sporting and leisure activities and that they are treated fairly.

2 Scope

This policy applies to:

- Job applicants and potential applicants
- Employees
- Players
- Coaches
- Umpires and Officials
- Contract workers

- Agency workers
- Trainee workers and students on work experience or placements
- Volunteer workers
- Former employees

3 Equality commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as potential misconduct which could lead to disciplinary proceedings.

This policy is fully supported by the Board of Directors and was signed off by them at their meeting on 10th August 2010.

4 Implementation

The Chief Executive has specific responsibility for the effective implementation of this policy. Each Director and member of staff also has responsibilities and we expect all of our employees and all those who work in volunteer capacities on behalf of Welsh Netball to abide by the policy and to help create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to employees, job applicants, volunteers and members.
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job and role descriptions and work objectives of all staff and senior volunteers.
- Provide equality training and guidance as appropriate, including training on induction and management courses.
- Ensure that those who are involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory selection techniques
- Incorporate equal opportunities notices into general communications practices (eg, staff newsletters, intranet)
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our organisation and our workforce
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

5 Monitoring and Review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed annually in consultation with our members and Sport Wales and action taken as necessary. For example, where monitoring identifies an under-representation of a particular group or groups, we shall develop an action plan to address the imbalance.

6 Complaints

Employees, volunteers or members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the complaints procedure already in force. A copy of these procedures is available from the website. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or the Fair Employment Tribunal under the following anti-discrimination legislation:

- Equal Pay Act 1970
- Sex Discrimination Act 1975, 1986 and 1999
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Race Relations Act 1976
- Race Relations (Amendment) Act 2000
- Racial and Religious Hatred Act 2006
- Disability Discrimination Act 1995
- Disability Discrimination Amendment Act 2005
- Rehabilitation of Offenders Act 1974
- Employment Rights Act 1996
- Work Time Regulations 1998
- National Minimum Wage Act 1998
- Employment Act 2002 (Flexible Working Regulations)
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Equality Act 2006
- Welsh Language Act 1993
- Equality Act 2010

And any other appropriate and relevant legislation.

Every effort will be made to ensure that employees, members and volunteers who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Date: _____.

Signature: _____ (Chief Executive)

Updated: July 2010