



EQUALITY POLICY

Introduction

Ellesmere Port JuJitsu is committed to equality and diversity throughout our club and to eliminating all forms of inappropriate discrimination whether or not covered by current law.

Our aim

- is for our club to represent the diverse mix of backgrounds and identities present in our society and to reflect the make-up of our students and coaches.
- Ellesmere Port JuJitsu wants each coach, volunteer, student and parent/carer to feel respected, valued and able to give their best.
- It is the responsibility of all Ellesmere Port JuJitsu coaches, volunteers and students to conduct themselves in a way to help the club provide equal opportunities in training, and to help prevent bullying, harassment, victimisation and inappropriate discrimination.
- We will also seek to work with people and clubs who reflect our equal opportunity values – the people who play, volunteer, attend and engage with our services.
- This Equality Policy is fully supported by senior coaches and the National Governing Body BJJAGB

Purpose

- Provide equality, fairness and respect for everyone in Ellesmere Port JuJitsu,
- Help prevent discrimination whether it be based on the age, disability, gender reassignment (including identity), marriage, civil partnership, pregnancy, maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender), sexual orientation or any other inappropriate factor (See Annex One below for definitions of the different types of discrimination).
- Help avoid all forms of inappropriate discrimination, dealing with grievances and discipline, promotion, training or other developmental opportunities fairly and in accordance with club policies.
- Encourage students to tell Ellesmere Port JuJitsu if they are disabled or become disabled so that appropriate reasonable adjustments and support can be considered.

Commitments

Ellesmere Port JuJitsu commits to:

- Lawfully encourage equality and diversity within the club, including, where suitable, the use of positive action, both as good practice and to ensure that the club thrives.
- Create a zero-tolerance environment free of bullying, harassment, victimisation and inappropriate discrimination promoting dignity and respect for all, where individual differences and the contributions of all are recognised and valued. Achieving this is an important aspect of ensuring equal opportunities.

- Help all coaches and volunteers understand they, as well as Ellesmere Port JuJitsu, can be held liable for acts of harassment, victimisation and/or unlawful discrimination, carried out within the club.
- Take seriously complaints of bullying, harassment, victimisation and inappropriate discrimination and deal with upheld complaints and vexatious or malicious complaints as appropriate.
- Provide opportunities for training, development and progression to all, who will be helped and encouraged to develop their full potential.

Types of unlawful discrimination

The Equality Act 2010 is the main, overarching anti-discrimination law which clubs are required to follow to help ensure that equality of opportunity is promoted across various groups and that diversity is at the heart of all that we do.

Direct discrimination is deliberately treating an individual less favourably than another person because of a characteristic stated above without a lawful exception to do so.

Indirect discrimination is applying a provision, criterion or practice that creates a disadvantage for a person because of one of the characteristics outlined above in the absence of proportionality and a legitimate aim.

Disability discrimination is direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Harassment is where there is unwanted conduct, related to one of the characteristics outlined above (other than marriage, civil partnership, pregnancy or maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Associative discrimination is where an individual is discriminated against, harassed, or potentially victimised because of their association with another individual.

Perceptive discrimination is where an individual is discriminated against or harassed based on a perception that they have a characteristic outlined above when they do not, in fact, have that characteristic.

Victimisation occurs where an employee is subjected to a detriment, such as being denied a training opportunity or a promotion, because they made or supported a complaint or legal proceedings under the Equality Act 2010, or because they are suspected of doing so.