

NORTHWICH SAPPHIRES NC DIVERSITY AND INCLUSION POLICY

Summary

Northwich Sapphires NC is committed to providing equality of opportunity across the club and to ensuring that everyone wishing to participate in netball can do so in an environment free of unlawful or unfair discrimination.

The club will not tolerate discrimination, harassment or victimisation on grounds of age, disability, gender or gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation (the nine protected characteristics). Northwich Sapphires NC requires all players, parents/carers, volunteers and connected participants to abide by this policy

What we will do:

- Promote equality of opportunity, diversity and respect within the communities in which we work and with all our players, parents/carers, volunteers and partners.
- Aim to build a membership which reflects the communities we serve, with the aim of having parity of representation.
- Expect every player, parent/carer, volunteer and connected participant to implement and promote the principles of this policy in their involvement with the club.
- Promote an environment where equality and diversity are valued and which is free from discrimination, victimisation, bullying or harassment.
- Recognise and value the different and individual contribution that people from diverse backgrounds make.
- Ensure that any individual who believes that they have received unfavourable treatment is able to raise their concerns.
- Address behaviour which compromises the commitment of the club or which breaches the Diversity and Inclusion policy.

Legislative Framework

This policy, and the guidance which supports it, complies with legislation and will be updated to reflect any changes in the law. The relevant legislation includes:

- The Equality Act 2010

Definitions

Unlawful discrimination can take the following forms:

- **Direct discrimination.** This occurs when a person directly discriminates against another person because of a protected characteristic, where they treat them less favourably than they treat or would treat others. It is direct discrimination when the person who engages in less favourable treatment is influenced at least in part (consciously or subconsciously), by the protected characteristic (for example, a person's sex, race or disability).

- **Direct discrimination by association.** Occurs when someone is treated less favourably directly because a protected characteristic of someone they are associated with, such as a friend, family member or colleague.
- **Direct discrimination by perception.** Occurs when someone is treated less favourably directly because a protected characteristic they are thought to have, regardless of whether this perception by others is actually correct or not.
- **Indirect discrimination.** This type of discrimination can be less obvious than direct discrimination. Indirect discrimination occurs where a provision, criterion or practice is applied equally to a group of individuals but has (or will have) the effect of putting those who share a certain protected characteristic at a particular disadvantage when compared to others in the group and it is unable to be justified.
- **Bullying.** There are many definitions of bullying. It may be characterised as unwelcome, offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through behaviour that undermines, humiliates, denigrates or injures the recipient. Bullying may be treatment by one individual or groups which may be persistent or an isolated incident.
- **Harassment.** Is unwanted conduct with the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Harassment has a legal definition under the Equality Act 2010 when this unwanted conduct is related to a relevant protected characteristic. Harassment can take many forms. For example, abusive language, name calling, offensive screen savers, jokes, offensive emails, texts, cruel or offensive postings on social media sites. The conduct is unwanted in the sense of unwelcomed or uninvited, even if the victim has not expressly communicated to the harasser that they object to the behaviour.
- **Victimisation.** Victimisation has a specific meaning under the Equality Act 2010. It is subjecting someone to less favourable treatment because they have made a complaint of discrimination or supported a colleagues' grievance. Victimisation may also occur because an individual is suspected of doing one or more of these things.

Breach of Policy

It is necessary for everyone to be aware of the different types of discrimination and the impact their actions may have on others. Any form of discrimination or inappropriate behaviour is not acceptable. All complaints will be taken seriously and disciplinary action may be taken if it is judged that behaviour has been contrary to this policy.