



Equal Opportunities Policy

Officer: Chris Regan

Equality Policy Objectives

1. Sports Coaching North West is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or members (together “Stakeholders”) are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the “Protected Characteristics”)
2. In addition Sports Coaching North West recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.
3. Sports Coaching North West encourages partner organisations, including member clubs, affiliated associations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this equality policy.

Legal Requirements

1. Sports Coaching North West is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the **Equality Act 2010**, and any equivalent legislation (as amended) in any jurisdiction, and any later amendments to such legislation or subsequent equality related legislation that may be relevant.
2. Sports Coaching North West will seek advice each time this policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

Discrimination, Harassment, Bullying and Victimisation

1. Sports Coaching North West recognises the following as being unacceptable:
 1. Direct Discrimination: treating someone less favourably than you would treat others because of a particular Protected Characteristic(s).
 2. Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic(s). Such requirements or conditions are lawful only if they can be objectively justified.
2. Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. Sports Coaching North West is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.



3. Bullying: The misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
4. Victimization: subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation)
5. Sports Coaching North West regards discrimination, harassment, bullying or victimisation, as described above, as a serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action will be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

Responsibility, Implementation and Communication

1. The following responsibilities will apply:
 1. The directors of Sports Coaching North West are responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. The directors are also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.
 2. Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy. Individual work programmes for Sports Coaching North West staff will be amended to include equality related tasks where appropriate.
2. This Equality Policy will be communicated in the following ways:
 1. The Policy will be highlighted in all staff and volunteer inductions.
 2. A copy of this Equality Policy will be available from Sports Coaching North West. All members of staff and Directors will be made aware of the Policy when they join.

Monitoring and Evaluation

1. This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place as and when required.

Complaints Procedure

1. To safeguard individual rights under this Equality Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure (i.e. the complaints procedure)
2. Appropriate disciplinary action will be taken against any Sports Coaching North West Stakeholder who violates this Equality Policy under the employee disciplinary procedure or the Sports Coaching North West disciplinary procedure.
3. An individual raising an employee grievance will not be penalised for doing so unless it is untrue and not made in good faith.