



EQUAL OPPORTUNITIES POLICY STATEMENT OF INTENTION

London Wheelchair Rugby Club (LWRC) is fully committed to supporting the principle and practice of equality opportunity.

LWRC looks to ensure that all people, irrespective of race, colour, ethnic or national origins, religion, creed, age, sex, marital status, social position, disability, sexual orientation, political opinion or social circumstance, have a genuine and equal opportunity to take part in wheelchair rugby at all different levels and in all roles. This includes, job applicants, employees, participants, volunteers and spectators.

Equality of opportunity in LWRC is regarded not as a privilege for a few but as a right for all.

LEGAL REQUIREMENTS

LWRC recognises its legal obligations and will take account of the following:

- ❖ Disability Discrimination Act 1995
- ❖ Sex Discrimination Act 1975, 1986, 1999
- ❖ Race Relations Act 1976 (Amended 2000)
- ❖ Human Rights Act 2000
- ❖ Equal Pay act 1970
- ❖ Rehabilitation of Offenders 1974
- ❖ European Directives on Sexual Orientation and Religion (2003) and Age (2006)

TYPES OF DISCRIMINATION

Direct Discrimination is defined as treating a person less favourably than how others would be treated in the same circumstances.

Indirect Discrimination occurs when a job requirement or condition is applied equally to everyone, which has a disproportionate and detrimental affect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability.

LWRC is committed to ensuring that its employees, members and players are able to conduct their activities free from harassment or intimidation.

LWRC regards discrimination and harassment, as described above, as serious misconduct and any employee of LWRC, participant or volunteer who discriminates against any other person will be liable to disciplinary action

IMPLEMENTATION

- ❖ A copy of the policy shall be available to all professional staff and volunteers working for LWRC. All persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
- ❖ A planned approach shall be adopted to remove discrimination against any group, including through an equality action plan which seeks to fulfil the Equality Standard for Sport.
- ❖ LWRC shall be committed to working only alongside those individuals or organisations who are prepared to demonstrate the principles and practice of equity as laid out in this document.
- ❖ No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

DISCIPLINARY AND GRIEVANCE PROCEDURES

- ❖ To safeguard individuals rights under the policy, an employee who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- ❖ Appropriate disciplinary action will be taken against any employee who violates the LWRC Equal Opportunities Policy.
- ❖ LWRC is concerned that individuals feel able to raise any grievance and no employee will be penalised for doing so unless it is untrue and not made in good faith.