# Equalities Policy:

**Grassroots Sports Bristol** is committed to encouraging equality, diversity, and inclusion, and eliminating unlawful discrimination.

The aim is for all staff, children, parents/guardians, and any others we work with feel respected and welcome at our clubs.

We proactively aim for our staff members to help with eliminating any unlawful discrimination that may occur within any of our clubs. We operate on a no tolerance basis.

## Our policy’s purpose:

This policy’s purpose is to:

1. Provide equality, fairness and respect for all self-employed staff, parents/guardians and children.

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

* age
* disability
* gender reassignment
* marriage and civil partnership
* pregnancy and maternity
* race (including colour, nationality, and ethnic or national origin)
* religion or belief
* sex
* sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

* pay and benefits
* terms and conditions of employment
* dealing with grievances and discipline
* dismissal
* redundancy
* leave for parents
* requests for flexible working
* selection for employment, promotion, training or other developmental opportunities

## Our commitments: The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace for all staff as well as all children and parents/guardians that attend our clubs.

2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and children are recognised and valued. Responsibilities include staff conducting themselves to help the organisation give equal opportunities to staff and for all children in attendance, and prevent bullying, harassment, victimisation, and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, children, parents/guardians, and any others during the organisation’s work activities.

Such acts will be dealt with appropriately to put a stop to it as soon as any complaints are made and taken further if needed.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of our staffs coaching and our all-round work with the children.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity, and inclusion, and in meeting the aims and commitments set out in the equality, diversity, and inclusion policy.  
Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and addressing any issues.

Agreement to follow this policy:

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with all staff.

Date: 02/09/24 Name: Jeff Dickens Signed:

