



## **The Legion Community Club Equal Opportunities Statement and Policy**

The Management Committee of The Legion Community Club adopts this Equal Opportunities Statement and Policy which supports our vision and values by setting out our commitment to;

- promoting equality of opportunity;
- promoting good relations between people with diverse backgrounds and needs;
- eliminating harassment, unlawful and institutional discrimination and victimisation

The Legion Community Club recognises that groups can experience inequalities in their lives, including;

- black people and people from other minority groups
- disabled people
- lesbian, gay, bisexual and transgendered people
- women
- social class
- religious beliefs
- cultural practices
- HIV status.

The Legion Community Club acknowledges that institutional structures, practices and procedures can be discriminatory. We are committed to complying with all United Kingdom (and European Community) anti-discriminatory legislation which can help the fight against disadvantage and discrimination. We will not tolerate harassment, discrimination or victimisation on any grounds.

### **Employment**

All employees and members accept their personal responsibility in the practical application of this Policy.

All appointments whether for staff or volunteers are carried out in accordance with the The Legion Community club Fair Recruitment and Selection Procedure and those involved in staff and volunteer recruitment will be appropriately trained.

Disciplinary cases and grievances applying to the clubs staff/volunteers are carried out in accordance with the England Boxing Disciplinary Procedures.

Discriminatory language and behaviour which offends or threatens colleagues or any others is not tolerated.

The Legion Community Club does not tolerate inappropriate language, behavior or violence to staff or volunteers by service users and again will take appropriate action to protect staff or volunteers if such incidents occur.

### **Training**

The Legion Community Club recognises the importance of developing staff or volunteers to meet the needs of a diverse range of users.

### **Relations with Outside Organisations/Contractors**

The Legion Community Club promotes its values on equality of opportunity in its dealings with members, partners and other outside organisations, contractors, suppliers.

### **Communication**

The Legion Community Club will make facilities available to enable staff and volunteers to communicate effectively with (for example, those people whose first language is not English, people who are deaf or have a hearing impairment, those who are blind or visually impaired).

### **Consultation**

Individuals and groups who represent the needs of all groups will be consulted throughout the decision making process on issues which affect them in order for The Legion Community Club to maintain up to date awareness of their needs and requirements.

### **Monitoring and Evaluation**

This Policy will continue to be monitored and evaluated to ensure that it is kept relevant and up to date.

### **Definitions**

#### **Direct Discrimination:**

When a person or group is treated less favorably directly because of a personal characteristic, such as race, gender, disability, religion, age or sexual orientation. Direct discrimination is unlawful.

#### **Indirect Discrimination:**

Where a criterion, policy, procedure, practice or condition which applies equally to everyone has the effect of disadvantaging people from a particular group and cannot be justified. Indirect discrimination is unlawful.

**Institutional Discrimination:**

Where, for example, an organisations processes, procedures, attitudes, behaviours or organisational structures, through unwitting prejudice, ignorance, thoughtlessness and stereotyping, amount to less favourable treatment. Institutional discrimination is unlawful.

**Harassment:**

Is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment having regard to all the circumstances and the perception of the victim; harassment can include behaviour that is offensive, frightening or in any way distressing. It may be intentional bullying which is obvious or violent, but it can also be unintentional or subtle and insidious. It may involve behaviour which may not be intended to be malicious but nevertheless is upsetting. It may be about the individual's personal identity or it may be about the identity of those with whom the individual associates. It may not be targeted at an individual(s) but consist of a general culture. Harassment is unlawful.

**Victimisation:**

Is when an individual is treated detrimentally because they have made a complaint or intend to make a complaint about discrimination or harassment or have given evidence or intend to give evidence relating to a complaint about discrimination or harassment. Victimisation is unlawful. If victimisation happens or if organisations fail to take reasonable steps to prevent it from happening, they may be liable and may be ordered to pay compensation.

Date: September 2019

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