



ALBURY COMMUNITY SPORTS HUB **EQUALITY, DIVERSITY and INCLUSION POLICY**

INTENTION OF THIS POLICY

The SCIO Members of the Albury Community Sports Hub (ACSH) are committed to ensuring that the Hub is free from unlawful or unfair discrimination and that equality, diversity, and inclusion (EDI) is recognised as a core element of our organisation. We welcome and provide a service to all sections of society and welcome all who wish to become SCIO Members, Volunteers and Hub users. It is our aim to ensure that the Hub is free from unlawful or unfair discrimination, and that inclusivity is advocated in all we do.

This Policy outlines how we will seek to create an environment free from bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and recognising that individual differences provide a positive contribution to our community.

This policy is approved by the Charity Trustees who expect that those involved as volunteers and users will promote it and adhere to it. Behaviour that is not in the spirit of the policy will be challenged and treated as failure to meet our Code of Conduct. Whilst we provide equality of opportunity to give everyone a chance to use and contribute to our facilities on equal terms, we recognise that each individual is unique, and may need to be treated in a different way in order to fairly customise what we do to meet those needs. Anyone who believes they may have been disadvantaged or discriminated against should raise the matter, following our Complaints Policy and Procedures, available on our Website or on request.

1 NINE PROTECTED CHARACTERISTICS

These were introduced in the Equality Act 2010 which states that it is against the law to discriminate against anyone because of:-

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage or Civil Partnership
- Pregnancy and Maternity

Our commitment is to ensure that everyone within the ACSH community can achieve their full potential and that the Hub will operate without reference to irrelevant or discriminatory criteria.

2 EDI DEFINITIONS

2.1 What do we mean by Equity, Equality Diversity and Inclusion?

- Equity is offering rights and opportunities to people fairly, taking account of differences to enable equal access
- Equality is offering the same rights and opportunities to everyone
- Diversity is understanding that everyone is unique, embracing the importance of celebrating the range of differences including beliefs, abilities, preferences, backgrounds, values and identities.
- Inclusion refers to the rights everyone has to be included, respected and appreciated as valued within their community.

2.2 What is unlawful discrimination?

- Direct discrimination – when someone is treated less favourably than another because of a Protected Characteristic.
- Associative discrimination or discrimination by association - direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.
- Discrimination by perception - direct discrimination against someone because it is thought that they possess a Protected Characteristic even if they do not actually possess it.
- Indirect discrimination - occurs where someone is subject to an unjustified provision criterion or practice which is applied to all equally but disadvantages a Protected Characteristic e.g. one sex or race or nationality or age group finds it more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.
- Harassment - unwanted conduct related to a relevant Protected Characteristic which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.
- Victimisation - when someone is treated less favourably because they have made or supported a complaint or raised a grievance about unlawful discrimination or are suspected of doing so.

Concerns of discrimination, harassment or victimisation can be raised by anyone, even if it's not directed towards you personally. A concern should be reported, in writing, to the Charity Trustees who will treat it as a matter of serious complaint. (see Appendix 1 and 2)

Harassment of a sexual nature may be 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.

3 OUR COMMITMENT

This section covers steps we will take to demonstrate our commitment to EDI. Whilst we are not an organisation that currently employs any individuals, were we to do so, awareness training would be part of the induction process, highlighting employees' rights and responsibilities as part of our organisation. Additional training on EDI topics would be made available in the course of employment.

3.1 Volunteer recruitment – The Charity Trustees will manage the recruitment of volunteers fairly and openly without unlawful discrimination.

3.2 Training for volunteers – Part of the Volunteer induction programme will include awareness of this policy, and a statement of expectations regarding EDI is included in the Volunteer Manual. The Volunteer Coordinators will take responsibility for this.

3.3 Awareness raising – All involved in the Hub should be aware that not only individuals, but also the Charity Trustees may be held liable for any acts of bullying, harassment, victimisation and unlawful discrimination which can potentially be against fellow volunteers, users and the public in the course of their involvement with the Hub.

3.4 Mental health and wellbeing – The Charity Trustees recognise the significant impact that mental health has on overall wellbeing. At the Hub we will work alongside other organisations championing positive mental health and subscribe to the principles set out in the Mental Health Charter for Physical Activity and Sport (2022) led by the Scottish Association for Mental health (SAMH)

<https://www.samh.org.uk/get-involved/physical-activity-and-sport/our-projects/mental-health-charter>

3.5 Partnership working – The Charity Trustees will work closely with partners to promote EDI to ensure that our environment and services are accessible and enjoyable for everyone.

4 MONITORING

The Charity Trustees will regularly monitor how this policy is operating and will take necessary action to address any issues that arise.

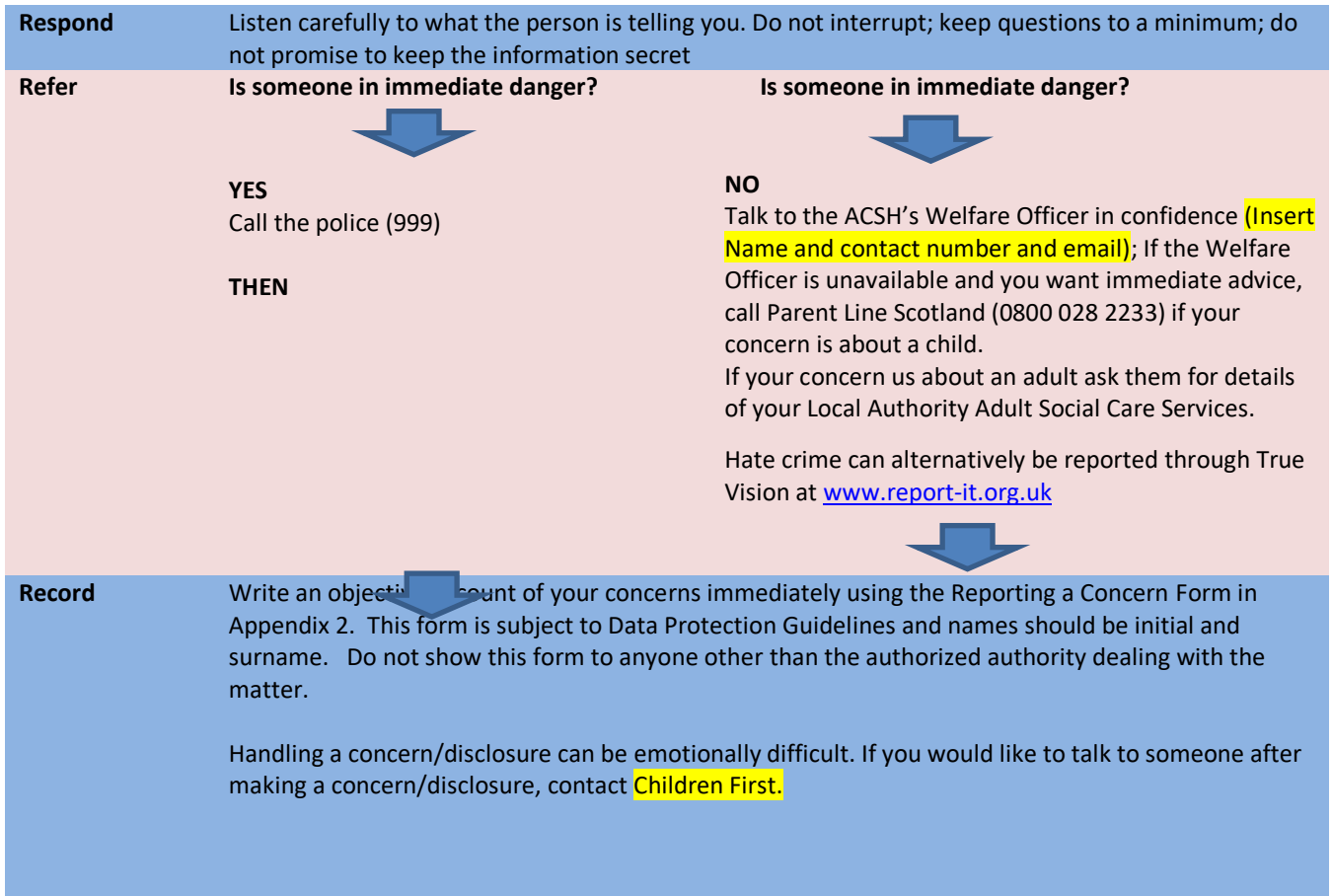
Louise Baxter – Charity Trustees Chair

Date

Further advice can be sought from the Equality Advisory Support Service – telephone 0808 800 0082 or from their website :-
<http://www.equalityadvisoryservice.com/app/ask>

Appendix 1 ACTION PLAN

Anyone who has concerns that they or someone else is being discriminated against or has been a victim of discriminatory language or behaviour should:



Appendix 2
INCIDENT RECORDING FORMAT

DETAILS OF THE PERSON RECORDING

NAME	
CONTACT NUMBER	
EMAIL ADDRESS	
ROLE (Welfare Officer, Parent, Trustee, Coach, Volunteer, Child under 18, Adult over 18)	

WHERE DID THE CONCERN TAKE PLACE

LOCATION	
DATE	
WHO SHOULD BE INFORMED (tick)	Police Adult Social Care service Child Social Care service
OTHER	

REPORT OF CONCERN

BRIEF SUMMARY OF CONCERN	
DETAIL OF CONCERN	

Please give this completed form to the ACSH Welfare Officer (see poster in the office) or to the Chair of the Board of Trustees (using the email enquiries@alburyhub.org.uk), or to whoever in authority (eg Police or Social Worker) to whom the incident is reported.